

**REGULATIONS ON THE ELECTION OF MEMBERS
OF THE BOARD OF DIRECTORS TERM 2026 - 2030**

NAM VIET JOINT STOCK COMPANY

At the 2026 Annual General Meeting of Shareholders

Nam Viet Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding documents;

- Pursuant to the Charter on Organization and Operation of Nam Viet Joint Stock Company;

The election regulations for members of the Board of Directors ("BOD") of Nam Viet Joint Stock Company are as follows:

1. Number of elected members and term of office:

- The General Meeting of Shareholders of Nam Viet Joint Stock Company elects 03 (three) members of the BOD for the 2026-2030 term.

The term of office of the BOD does not exceed 05 years and members may be re-elected for an unlimited number of terms. - The criteria to become a BOD members are regulated in the Company Charter and the current Enterprise Law.

- The criteria for becoming a member of the Board of Directors are stipulated in the Company's Charter and the current Enterprise Law.

- The presidium is responsible for reviewing the list of candidates who meet the conditions before conducting the election.

2. Shareholders and authorized representatives have the right to vote: All shareholders and authorized representatives (hereinafter referred to as "Delegates") of the Company who are registered to attend the General Meeting of Shareholders (the "Meeting") in accordance with the Company's regulations have the right to vote for members of the Board of Directors.

3. Ballot:

- The ballot for Board of Directors members is pre-printed with candidates' names in alphabetical order and bears the seal of Nam Viet Joint Stock Company.

- When registering to attend the General Meeting in accordance with the regulations, a Delegate entitled to vote will be issued 01 Board of Directors ballot by the Vote Counting Committee. Shareholders may request the Vote Counting Committee to reissue the ballot, and the reissuance of ballots will cease before the ballot box is closed.

4. Principles for nominating and running for members of the Board of Directors:

a. Principles

Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Enterprise Law and the Company's Charter.

b. Application/nomination documents

- Application/nomination form;
- Resumes of the candidates must be sent to the Organizing Committee of Nam Viet Joint Stock Company, and the resumes will be posted on the Company's website.
- Other relevant documents (if any).

5. Election principles: Members of the Board of Directors are elected by a cumulative voting method with secret ballots at the General Meeting. In which, delegates have the right to use their total number of votes to vote for one candidate or several candidates, with the number of votes for each candidate not required to be equal; or to vote only part of their total votes for one or several candidates, with the remaining votes possibly not cast for any candidate.

- The total number of votes of a delegate is determined according to the following formula:

$$\boxed{\text{Total number of vote}} = \boxed{\text{Total number of shares owned or represented by authorized representatives}} \times \boxed{\text{Number of elected member}}$$

For example: The number of members elected to the Board of Directors is 3 people, and the number of members elected to the Board of Supervisors is 3 people. Mr. X is a shareholder holding 1,000 voting shares. Therefore, the number of votes for the Board of Directors that Mr. X has is $1,000 \times 3 = 3,000$ votes, and the number of votes for the Board of Supervisors is $1,000 \times 3 = 3,000$ votes.

- Delegates have the right to concentrate all their votes on one or several candidates, in which the number allocated to each candidate can vary, depending on the level of trust in that candidate. Also, according to the example above, when electing the Board of Directors, Mr. X distributes his total of 3,000 votes among several candidates, for instance:

| No. | Full name | Number of vote |
|-----|--------------|----------------|
| 1 | Mr A | 1,000 |
| 2 | Mr B | 700 |
| 3 | Mr C | 1,300 |
| | Total | 3,000 |

Or Mr. X can distribute the election votes equally to vote for the candidates as follows:

| No. | Full name | Number of vote |
|-----|--------------|----------------|
| 1 | Mr A | 1,000 |
| 2 | Mr B | 1,000 |
| 3 | Mr C | 1,000 |
| | Total | 3,000 |

Or Mr. X can concentrate all of his votes on one candidate as follows:

| No. | Full name | Number of vote |
|-----|-----------|----------------|
|-----|-----------|----------------|

| | | |
|---|--------------|--------------|
| 1 | Mr A | 3,000 |
| 2 | Mr B | 0 |
| 3 | Mr C | 0 |
| | Total | 3,000 |

6. Invalid ballots:

An invalid ballot is a ballot that violates one of the following conditions:

- Not issued by the General Meeting Organizing Committee, not stamped by the Company.
- The number of voters on the ballot exceeds the maximum number allowed by regulations.
- The ballot has a total number of voting rights allocated to candidates (added by the voter themselves) that exceeds the total voting rights recorded on the ballot and verified against the registration data of Meeting participants by the Shareholder Eligibility Verification Committee.
- The ballot has unauthorized additional names not on the pre-printed list or contains crossed-out names (in case of a mistake, a new corrected ballot must be issued).
- The ballot is left blank, with no numbers entered in the voting rights box.

7. Election conditions:

- The elected members of the Board of Directors are determined according to the number of votes, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members specified in the Company's Charter and as presented in this Election Regulation is reached.
- In the case where two or more candidates receive the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with equal votes;
- Elected members of the Board of Directors must achieve at least one (01) vote.

8. Vote counting and announcement of vote results:

- Immediately after the voting ends, the Shareholders' Eligibility Verification Committee shall coordinate with the Vote Counting Committee to carry out the vote counting in the presence of the current Supervisory Board members (if any).
- After the vote counting, the Vote Counting Committee must prepare the vote counting minutes. The minutes must clearly state: the total number of the Company's shareholders or authorized representatives attending the General Meeting; the total number of shareholders entitled to vote; the total number of ballots issued; the total number of ballots collected; the total number of valid and invalid votes; the voting ratio for each Board of Directors candidate in descending order.
- The Head of the Vote Counting Committee shall announce the vote results immediately at the General Meeting.

The above is the Election Regulation for the Board of Directors members for the 2026 - 2030 term of Nam Viet Joint Stock Company.

Submitted to the General Meeting for approval.

ON BEHALF OF THE GENERAL MEETING

**ORGANIZING COMMITTEE
HEAD OF THE COMMITTEE**

SOCIALIST REPUBLIC OF VIETNAM
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NOMINATION LETTER
BOARD OF DIRECTORS MEMBER TERM 2026 - 2030

To: Organizing Committee of the 2026 Annual General Shareholders' Meeting of Nam Viet Joint Stock Company (NAV).

I/We am/are a group of shareholders of the Company consisting of:

| No. | Full name | Identification Card. Date of issue, Place of issue. | Number of shares owned | % of charter capital |
|-----|-----------|---|------------------------|----------------------|
| | | | | |
| | | | | |
| | | | | |

Pursuant to the provisions of the Enterprise Law and the Company's Charter, we respectfully nominate:

Mr/Ms:

Date of birth:.....Place of birth:.....

Permanent address:.....

Identification Card No., Passport.....Date of issue.....at:.....

Educational background:.....Major:.....

I/we commit to taking responsibility for the accuracy and truthfulness of the document content and the attached records, and at the same time commit to fully complying with the provisions of the Company's Charter and the Regulations on the election of the Board of Directors for the 2026 – 2030 term at the Company's 2026 Annual General Meeting of Shareholders.

Date.....Month.....Year 2026

Attached documents:

(Signature and full name)

1. *Curriculum vitae filled out by the nominated person;*
2. *Power of attorney (if the shareholder authorizes someone else to nominate);*
3. *Group meeting minutes;*
4. *Copy of ID card/Passport and certificates proving the candidate's educational and professional qualifications*

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GROUP MEETING MINUTES

**Re: Nomination of candidates to participate in the Board of Directors
(Election of Members of the Board of Directors of Nam Viet Joint Stock Company (NAV)
term 2026-2030)**

- Based on the provisions of the current law;
- Based on the Charter of Nam Viet Joint Stock Company;
- Based on the draft Election Regulation for members of the Board of Directors of Nam Viet Joint Stock Company (NAV) for the 2026 - 2030 term.

- Today, on the day of month, 2026, at

We are the shareholders of Nam Viet Joint Stock Company (NAV) holding shares (In words:), accounting for% of the Company's total shares, listed in the list below:

| No. | Shareholders name | ID card No. Business Registration No. | Permanent Address | Number of shares owned | Holding start time | Signature (2) |
|-----|-------------------|--|----------------------|------------------------------|-----------------------|---------------|
| | | | | | | |
| | | | | | | |
| | | | | | | |

Total:.....

Agree on the following contents:

1. Nominate the following gentlemen/ladies to run for the position of member of the Board of Directors of Nam Viet Joint Stock Company (NAV) for the 2026 - 2030 term at the 2026 Annual General Meeting of Shareholders.

| No. | Full name of the nominee | Passport, ID date of issue, place of issue | Address | Educational level | Number of shares owned |
|-----|--------------------------|--|---------|-------------------|------------------------|
| | | | | | |
| | | | | | |

(Attached is the Curriculum Vitae (according to the template) of the nominated person)

2. At the same time, we agree to appoint:

- Mr./Ms.:
- ID card/Passport number (1):Issued at:
- Permanent address:
- Current residence:

As the group representative to carry out the procedures for nomination/candidacy for members of the Board of Directors for the 2026 - 2030 term at the 2026 Annual General Meeting of

Shareholders in accordance with the provisions of the Charter and Election Regulations.
We take full responsibility for this nomination and commit to strictly comply with the current provisions of the Law, the Company's Charter, and the Election Regulations.

Nominated person
(Signature and full name)

Date.....Month.....Year 2026

Signature
Shareholders
(Full name)

Group representative

(Signature and full name)

Note:

- (1) If the shareholder is a legal entity, record the Business Registration Certificate.
- (2) For legal entity shareholders:
 - The legal representative of the unit signs and seals.
 - In case the legal entity appoints a capital representative (authorized representative), the representative signs and attaches the authorization documents for representing the capital as prescribed.

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CANDIDATE LETTER
MEMBER OF THE BOARD OF DIRECTORS TERM 2026 - 2030

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Nam Viet Joint Stock Company (NAV)

My name is:
Date of birth:Place of birth:
Permanent address:
Contact address:
Phone: Email:.....
ID card/Passport number:Date of issue: Place of issue:
Educational background: Major:
Number of shares owned: shares, corresponding to:% of the Company's
charter capital.

Pursuant to the provisions of the Enterprise Law and the Company's Charter, I hereby self-nominate for the position of member of the Company's Board of Directors.

I hereby affirm that I meet the qualifications to run for the position of member of the Board of Directors in accordance with the provisions of the Company's Charter and the Board of Directors election regulations at the 2026 Annual General Meeting of Shareholders.

I commit to taking responsibility for the accuracy and truthfulness of the content of the documents and attached records, and at the same time, I commit to fully complying with the provisions of the Company Charter and the Regulations on the Election of the Board of Directors for the 2026 – 2030 term at the 2026 Annual General Meeting of Shareholders of the Company.

Date.....Month.....Year 2026
Candidate

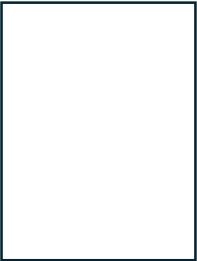
(Signature and full name)

Attached documents:

1. Curriculum vitae self-declared
By the candidate
2. Copy of Cityzen Identification card
3. Copy of degrees, certificates of the
Candidate's educational and professional
Qualifications.

CURRICULUM VITAE

**(FOR GENERAL USE FOR CANDIDATES PARTICIPATING
IN THE BOARD OF DIRECTORS OF NAM VIET JOINT STOCK COMPANY
Term 2026-2030)**



- 1 Full name:
2. Gender:
3. Date of birth: Place of birth:
4. Nationality: Ethnicity:
5. ID/ Citizen ID number: Place of issue:
6. Permanent address:
7. Educational level:
8. Professional qualification:
9. Work experience:
10. Other management titles (if any) (including Board of Directors positions in other companies):

11. Number of shares held:
 - a. Individual ownership:
 - b. State ownership – representative:
12. Persons related holding shares:
 - a.
 - b.
 - c.
13. Acts of legal violations:
14. Personal debts to the company:
15. Interests related to the company and the company's related parties:
16. Conflicting interests with the company:

I certify that the above statements are truthful and accurate.

I commit to performing my duties honestly, carefully, and in the best interest of the Company if elected as a member of the Board of Directors for the 2026-2030 term.

Date.....Month.....2026