

Da Nang, March 21, 2025

DRAFT

REGULATION
NOMINATIONS, SELF-NOMINATIONS AND ELECTION
NEW MEMBERS OF THE BOARD OF DIRECTORS
TERM 2025 - 2030

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020

Pursuant to the Charter of First Real Real Estate Joint Stock Company (First Real)

Term 2020 - 2025 of the Board of Directors ("BOD") is coming to end, First Real's Annual General Meeting of Shareholders shall conduct the election of new members of the Board of Directors for the term 2025 - 2030.

The regulation of nomination, self-nomination and the election of new members of the Board of Directors for the term 2025 - 2030 as follows:

I. OBJECTIVES

This Regulation stipulates the conditions and procedures for nominating, self-nominating and electing new members of the First Real Board of Directors for the term 2025 - 2030.

Shareholders/authorized persons, nominated and self-nominated candidates for members of the Board of Directors for the term 2025 - 2030 shall comply with this Regulation.

II. PRINCIPLES OF NOMINATION, SELF-NOMINATION FOR BOARD MEMBERS

Shareholders have the right to accumulate the number of voting rights of each shareholder to nominate candidates to the Board. A Shareholders or a group of shareholders holding from 10% (ten percent) of the total number of voting shares are nominated candidates to the Board of Directors. The nomination of people in the Board of Directors is done as follows:

- Ordinary shareholders forming a group to nominate candidates for the Board of Directors must notify other shareholders attending the meeting of the group before the opening of the General Meeting of Shareholders.
- Based on the number of members of the Board of Directors, shareholders, or groups of shareholders as specified above, they have the right to nominate one (1) or several candidates as determined by the General Meeting of Shareholders to stand for election to the Board of Directors. In the event that the number of candidates nominated by shareholders or groups of shareholders is less than the number they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

Where the number of candidates for the BOD by way of standing for nomination or self-nomination is insufficient, the incumbent Board of Directors may nominate additional candidates or hold a nomination to a procedure regulated by FIRST REAL's internal governance regulations. The nomination procedure or the way the incumbent Board of Directors nominate candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before commencing the nomination.

III. NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2025 - 2030, CRITERIA AND CONDITIONS OF THE BOARD OF DIRECTORS

1. Number of members of the board of directors for the term 2025 - 2030

The number of members of the Board of Directors for the 2025-2030 shall be 05 (five), of which the total number of non-executive members including at least 1/3 (one-third) of the total number of members of the Board of Directors. The company must have at least 01 (one) member of the Board of Directors is an independent member.

2. Criteria and conditions of the board of directors

- Board members must satisfy the Law on Enterprise No. 59/2020/QH14, Clause 1, Clause 2, Article 155; Clause 1, Article 27 of the Company Charter and Clause 1, Article 7 of the Internal Regulations on Corporate Governance.
- Independent Board members must satisfy the Law on Enterprise No. 59/2020/QH14, Clause 1, Clause 2, Article 155; Clause 1, Article 27 of the Company Charter and Article 7 of the Internal Regulations on Corporate Governance.
- Before proceeding with the voting for the General Shareholders' Meeting, the organizing committee will publicly announce the list of candidates who are nominated or eligible (or ineligible) for election to the Board of Directors.

IV. DOCUMENTS OF NOMINATION, SELF-NOMINATION

- Official Letter on nomination/self-nomination for Board members (please refer to the form);
- Curriculum vitae (please refer to the form);
- 01 Certified true copy of ID card/Passport/Business registration certificate of the nominating shareholder;
- 01 Certified true copy of academic qualifications and professional qualifications (if any);
- Confirmation of shares ownership of the shareholder/group of shareholders who meet the conditions for nomination;

The nominee shall be legally responsible for the accuracy and honesty of their nomination documents at AGM.

V. DEADLINE AND ADDRESS TO RECEIVE DOCUMENTS

Shareholders or groups of shareholders who meet the above criteria of nomination/self-nomination for members of the Board of Directors should send nomination and self-nomination documents by March 11, 2025 to First Real's office at the following address:

DOCUMENTS OF NOMINATION, SELF-NOMINATION FOR BOARD MEMBERS

Recipient: The Board of Direction Office - First Real Real Estate Joint Stock Company

Address: 5th Floor, Office Area - Bach Dang Hotel Complex, 50 Bach Dang, Hai Chau Ward, Hai Chau District, Da Nang.

Tel: 02363 616 767

Applications and nominations submitted after the above deadline will be considered invalid.

VI. PRINCIPLES, METHOD OF ELECTION

1. Principles of election

- Comply with the law, First Real Charter.
- Secret ballot method.
- The right to vote is calculated based on the number of shares owned and authorized. The election result is calculated based on the number of voting shares of attending shareholders.
- The Voting Counting Committee is nominated by the chairpersons and approved by the General Meeting of Shareholders. Members of the Voting Counting Committee shall not be on the list of nominees and candidates for members of the Board of Directors.

2. Method of election

- The list of candidates is sorted alphabetical by name with their full names listed on the Electing Ballot.
- Method of election:
 - Cumulative voting method: each shareholder/authorized person has a total number of votes corresponding to the total number of shares owned multiplied by the numbers to be elected to the Board of Directors and the shareholder/authorized are entitled to give his/her total votes to one or a number of candidates.
 - Each shareholder/authorized person attending the meeting is given a ballot. Shareholders vote for each candidate they trust so that the total number of votes of the candidates must be equal to or lower than the total number of votes of each shareholder/authorized person. In case of a wrong selection, the shareholder/authorized person can contact the Organizing Committee to request a new ballot and return the old ballot.
 - Electing Ballot will be placed in the ballot box which was sealed prior to vote counting.

3. Validity of Electing Ballot

- Valid Electing Ballot
 - ✓ Follows the template issued by the AGM Organization Committee and stamped by the company;
 - ✓ Do not erase, scrape, or change the printed contents except for the content required by the Organizing Committee;
 - ✓ Do not cross out/erase the candidate's name, write the name of the candidate incorrectly/not on the list of candidates announced by the General Meeting of Shareholders when voting;
 - ✓ The total number of votes cast is not greater than the total number of votes of the shareholder/authorized person;
 - ✓ Signature and full name of the shareholder/authorized person shall be provided;
- Invalid Electing ballot
 - ✓ Do not meet one of the above criteria of a valid Electing ballot;

4. Record the electing results

- Voting may begin as soon as the ballots are distributed to shareholders and end when the last shareholder places his ballot in the ballot box or the voting period ends (whichever comes first).
- The vote counting must be conducted immediately after the voting ends.

- The Vote Counting Committee shall prepare minutes of vote counting, announce the results, and together with the Chairsperson address question and complaints of shareholders (if any).
- The countes votes will be archived in occordance with regulations and opened upon request of the General Meeting of shareholders of First Real.

5. Principles for elected Board members

- Elected Board members are determined by the number of votes received in the descending order, starting from the candidate who receives the most votes until the number of Board of Directors members is met according to First Real Charter and ensure to meet the minimum number of independent Board member as prescribed. Independent candidates will be selected first (based on the number of votes for independent candidates from the highest to the lowest). As long as the minimum number of independent members as prescribed has been met, the secstion of the remaining members of the Board of Directors will be based on the number of votes received from the highest to the lowest.
- If two (02) of more candidates receive an equal number of votes for the last position of the Board of Directors, the General Meeting of Shareholders shall re-elect among these candidates in order to select the cadidate with the highest number of votes.

VII. IMPLEMENTATION

The regulation nominations, self-nominations and election new members of the board of directors term 2025 – 2030 will take effect immediately after being approved by the Annual General Meeting of Shareholders 2023.

**ON BEHALF OF THE BOARD OF DIRECTIONS
CHAIRMAN**

(Signed)

Nguyen Anh Tuan