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REGULATIONS

ON ORGANIZING THE 2025 ANNUAL GENERAL MEETING

OF SHAREHOLDERS

CHAPTER I

GENERAL PROVISION

Article 1: Scope of regulation and applicable subjects

1. The Regulations is applied for organization The 2025 Annual General Meeting of Shareholders of Nafoods Group Joint Stock Company;
2. The Regulations specifically provides the conditions and procedures for conducting the General Meeting, the rights and obligations of Shareholders, their Authorized Representative attending the meeting and other participants in the General Meeting;
3. Shareholders, Authorized Representative attending the meeting and other participants participating in the General Meeting are responsible for complying with the provision of the Regulations.

Article 2: Terms/Abbreviations

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| 1. Company | : Nafoods Group Joint Stock Company |
| 2. Shareholder | : Individual or organization that owns shares of the Company |
| 3. BOD | : The Company Board of Directors |
| 4. GMS | : The Company General Meeting of Shareholders |
| 5. AGM | : The Company 2025 Annual General Meeting of Shareholders |
| 6. Organizing Committee | : Including the Chairman, the Chair Board, the Voting Committee, the Secretary Board, the Shareholder Verification Committee, the MC and other persons decided by the Chairman |
| 7. Law on Enterprises | : The Law on Enterprises No. 59/2020/QH14 dated June 17 th 2020 |

CHAPTER II

CONDITIONS FOR ATTENDING THE GMS, RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, OTHER PARTICIPANTS

Article 3. Conditions for attending the GMS

Individual shareholders or authorized representatives of organization shareholders whose names appear on the list of shareholders as of the record date entitled to attend the GMS have the right to attend the GMS directly or authorize another person in written to attend the GMS in accordance with this Regulation and applicable Laws.

Article 4. Order of the GMS

During the GMS, shareholders/authorized representative attending the GMS and other participants must comply with the rules on order of the GMS as follow:

1. Upon entering the meeting room, shareholder/authorized representative must sit in the designated seat or area assigned by the Organizing Committee and strictly comply with the seating arrangement set by the Organizing Committee;
2. Comply with general regulations on public etiquette, behave in a civilized and respectful manner, avoid causing disruptions or obstructing the normal proceedings of the GMS, and respect the results of the GMS;
3. Do not engage in private conversations and switch mobile phones to vibrate or silent mode throughout the GMS;
4. Taking photos, recording audio, or filming during the GMS is not permitted;
5. Limit movement throughout the duration of the GMS;
6. Smoking is not allowed in the GMS area;
7. The Organizing Committee has the right to request shareholders/authorized representatives and other participants to get security checks or other security measures deemed appropriate by the Organizing Committee. In cases where someone fails to comply with the authority of the Chairman or the Chair Board, intentionally disrupts the order, obstructs the normal progress of the GMS, or refuses to comply with the above security measures, the Organizing Committee, after careful consideration, may refuse or expel that person from the GMS area.

Article 5. Rights and obligations of shareholders and authorized representatives when attending the GMS

1. Shareholders have the right to directly attend or authorize someone else to attend the GMS by providing a written authorization according to the Company's form or in

compliance with civil law regulations;

2. When a shareholder/authorized representative attends the meeting, they must complete the registration procedures with the Shareholder Eligibility Verification Committee and present the following documents:
 - Invitation to attend the GMS (if any).
 - ID/Passport.
 - A valid power of attorney (in case of being authorized to attend the GMS).
3. When attending the GMS, each shareholder/person authorized to attend will receive a Voting Card, Voting Ballot, Election Ballot, and other documents as prescribed by the Organizing Committee of the AGM;
4. Have the right to vote on all matters within the authority of the GMS as prescribed by the Law on Enterprises and the Company's Charter;
5. Have the right to speak and participate in discussions at the GMS under the coordination of the Chairman and/or the Chair Board;
6. Have obligations to attend the GMS on time. In the event of arriving late, as long as the GMS has not yet concluded, they still have the right to register and participate in voting on issues that have not yet been voted on. However, the Chairman is not responsible for pausing the meeting to allow the shareholder or proxy to register, and the validity of votes already conducted will not be affected;
7. Comply with the direction of the Chairman, the Chair Board, and the Organizing Committee of the GMS, ensuring the order of the meeting;
8. Be responsible for his/her own expenses to attend the GMS (such as transportation, meals, accommodation,...).

Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 01 Chairman and members appointed by the Chairman of the BOD to perform the following functions and duties:
 - a. Check the eligibility of shareholders and authorized representatives to attend the meeting based on the documents they present: Identity Card, Citizen ID Card, Passport, Invitation Letter, Power of Attorney, and any other accompanying documents (if any);
 - b. Issue voting cards and other documents of the GMS to shareholders or

authorized representatives of shareholders;

- c. Compile the results of the verification and report to the GMS on the verification of the eligibility of the shareholders attending the GMS.
2. The Shareholders Eligibility Verification Committee has the right to establish a support team to complete the committee's tasks;
3. In the case that a person attending the GMS does not fully meet the eligibility requirements to participate in the GMS, the Shareholder Eligibility Verification Committee has the right to refuse that person's participation, deny the issuance of a voting card, voting ballot, and distribution of the GMS's materials.

Article. Rights and Obligations of the Voting Board

1. The Voting Board consists of 01 Chairman of the Board and members proposed by the Chairman and approved by the GMS. Members of the Voting Board must not be listed as candidates for the BOD Members and may not necessarily be shareholders of the Company;
2. The Voting Board is responsible for inspecting and supervising the voting process of the Shareholders/Authorized Representatives attending the meeting and organizing the vote counting;
3. The Voting Board is responsible for preparing the Voting Minutes and election voting minutes, announcing them in the GMS, and handing over the Minutes and all Voting Ballot to the GMS Secretary;
4. All tasks related to checking, preparing minutes, and announcing the voting results must be carried out honestly and accurately by the Voting Board, which is responsible for the results.

Article 8. Rights and Obligations of the GMS Chairman và Chair Board

1. The Chairman of the BOD works as the Chairman of the GMS. During the meeting, the Chairman may authorize another member of the BOD to perform the duties of the Chairman for a or some specific period(s), by notifying the GMS either orally or in written.
2. The Chair Board of the GMS consists of the Chairman of the GMS and some members introduced by the Chairman and approved by the GMS. The Chair Board is responsible for managing the GMS;
3. The Chairman's decisions on matters of procedure, sequence, or events not included in the agenda of the GMS will have the highest authoritative value;

4. The Chair Board of the GMS may carry out necessary tasks to conduct the AGM in a valid and orderly manner; or to ensure that the GMS reflects the wishes of the majority of shareholders attending;
5. The Chair Board of the GMS has the right to require all attendees to be inspected or other lawful and reasonable security measures. The Chair Board may request the competent authorities to maintain order at the meeting, expel individuals who do not comply with the authority of the Chairman, deliberately disturb the order, obstruct the normal proceedings of the GMS, or not comply with security inspection requirements from the meeting;
6. The Chair Board of the GMS has the right not to respond to or only acknowledge the contributions of Shareholders/Authorized Representatives if the contributions or suggestions are not included in the agenda of the GMS;
7. Without requiring the approval of the GMS, the Chair Board of the GMS may postpone the GMS to another time (in accordance with the Law on Enterprises and the Company's Charter) and to another location as decided by the Chair Board if necessary:
 - a. The behavior of attendees who obstruct or have the potential to obstruct the orderly conduct of the GMS.
 - b. The postponement is necessary for the proceedings of the GMS to be conducted properly. The maximum delay time shall not exceed three days from the originally scheduled start date of GMS.
8. The Master of Ceremony (MC) assists the Chairman and the Chair Board in introducing, inviting, and guiding shareholders, authorized representatives, and other participants to present and express their opinions at the GMS according to the meeting's agenda and this Regulation.

Article 9. Rights and Obligations of the GMS Secretary Board

1. The GMS Secretary Board is appointed by the Chairman and approved by the GMS voting.
2. The Secretary Board is responsible for preparing the GMS minutes and performing other assisting tasks as assigned by the Chairman and the Chair Board of the GMS.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GMS

Article 10. Conditions for holding the GMS

The GMS will take place when the number of shareholders/authorized representatives present exceeds 51% of the total number of shares with voting rights, according to the list of shareholders prepared at the time of the closing of the shareholder list entitled to attend the GMS. The verification committee will notify the number of shareholders attending, the total number of shares with voting rights represented by the shareholders, and the participation ratio so that the GMS can proceed according to the regulations.

Article 11. Agenda and working content of the GMS

1. The agenda and working content of the GMS must be approved by the GMS at the opening session. The agenda must clearly specify the time for each item in the meeting agenda;
2. In case of changes to the meeting agenda that was sent along with the invitation to shareholders, such changes must be approved by the GMS.

Article 12. Conduct the GMS

1. The GMS will proceed according to the order of the agenda that has been approved by the GMS;
2. The GMS will discuss and approve the items on the agenda in sequence, using the voting method specified in Article 13 of this Regulations;
3. The GMS will be closed after the minutes and resolutions of the GMS are approved.

Article 13. The procedure for voting on decisions at the GMS

The voting on issues at the GMS will, depending on the circumstances, be conducted via the following methods:

1. Voting by Ballot
 - a. When registering attendance, shareholders/authorized representatives attending the meeting will be given one (01) voting ballot to vote on the issues by ballot;
 - b. The voting on the issues of the GMS will be conducted through a secret ballot, ensuring transparency and fairness. The voting issues listed on the voting ballot will be voted on by shareholders/authorized representatives attending the meeting by selecting one of the following options for each issue: Agree, Disagree, or Abstain.
 - c. Invalid voting ballots will not be counted, including:
 - The ballot does not follow the format issued by the Organizing Committee and does not have the Company's seal;

- The ballot is torn, crossed out, erased, or altered;
- The ballot contains additional information or symbols;
- The voting ballot does not have a signature or the full name of the shareholder/authorized representative attending the meeting;
- The voting ballot does not select or selects more than one option for a voting issue.
- The voting on each issue in the voting ballot is independent of each other, and the validity of the vote on one issue does not affect the validity of votes on other issues.

d. In the event that a shareholder/authorized representative attending the meeting makes a mistake while filling out the voting ballot, if they have not put the ballot in the ballot box, they have the right to directly approach the Head of the Voting Board to request an exchange of the voting ballot in order to ensure the shareholder's rights.

2. Direct voting

Direct voting is applied in cases where the voting method specified in Clause 14.1 above is not applicable. In the case of direct voting during the meeting, shareholders/authorized representatives attending the meeting will vote on the issue by raising their voting cards or using another method as directed by the Chair Board. The Voting Board will record the number of votes in agree, disagree, and abstain to announce the voting results to the GMS.

Article 14. Election of BOD members for the 2025-2030 term

1. Number and qualifications of BOD members

- a. The 2025 AGM will elect five (05) members to the BOD for the 2025-2030 term, including at least one (01) independent BOD member.
- b. The BOD members should meet the following standards and conditions:
 - Comply with the provisions in Clause 1, Clause 2, Article 155 of the Law on Enterprise Law and the Company's Charter;
 - Must not concurrently work as a member of the BOD in more than five (05) other companies.

2. Conditions for nominating and self-nominating for BOD members

- a. Shareholders holding voting shares have the right to combine the voting rights of individual shareholders into a group of shareholders to nominate and self-

nominate.

- b. Shareholder or group of shareholders owning at least 10% of the total voting shares have the right to nominate and self-nominate according to the following provisions:
- Holding from 10% to less than 20% of the total voting shares, one (01) candidate may be nominated;
 - Holding from 20% to less than 30% of the total voting shares, a maximum of two (02) candidates may be nominated;
 - Holding from 30% to less than 40% of the total voting shares, a maximum of three (03) candidates may be nominated;
 - Holding from 40% to less than 50% of the total voting shares, a maximum of four (04) candidates may be nominated;
 - Holding 50% or more of the total voting shares, a maximum of five (05) candidates may be nominated.
- c. In the event that the number of candidates for the BOD through nominations and self-nomination is less than five (05) candidates, the incumbent BOD will propose additional candidates or organize nominations in accordance with the Company's Charter and Internal governance regulations. The introduction of additional candidates by the BOD must be clearly disclose before the GMS conducts voting to elect the BOD members as regulation of law.

3. Documents for nomination, self-nomination for BOD members and the list of nominees

- a. Documents for nomination, self-nomination for BOD members include:
- Nomination/Self-nomination application for BOD members (form);
 - Curriculum vitae completed by the candidate (form)
 - Notarized/Certified copy of the ID card/Personal identification card and educational qualifications;
- b. The nomination and self-nomination documents for BOD members are considered valid when they contain all the required components as specified in Point a, Clause 3, Article 15 of the Regulations, and are submitted to the Company within the deadline and to the address specified in the Notice of Nomination and Self-nomination for Board of Directors members for the 2025-2030 term published on the Company's website.

- c. Only candidates who meet the qualifications to be BOD members and have nomination and self-nomination documents that comply with the provisions of this Regulation will be included in the list of nominee announced at the GMS to proceed with the election of Board of Directors members.
- d. Information related to the candidates for Board of Directors members (in case the candidates have been identified in advance) shall be published at least ten (10) days prior to the GMS date on the Company's website, allowing shareholders to review before voting.

4. Principles of electing Board of Directors members

- a. The election of Board of Directors members shall be conducted through a secret ballot using the cumulative voting method;
- b. Each shareholder/authorized representative attending the meeting has a total number of votes corresponding to the total number of shares owned/represented, multiplied by five (05) members to be elected;
- c. Shareholders/authorized representatives attending the meeting may vote for one (01) or several candidates on the list of nominations and self-nomination approved by the GMS, ensuring that the total number of votes for all candidates does not exceed the total number of votes allowed for that shareholder;
- d. The elected members of the BOD are determined based on the number of votes from the highest to the lowest, starting with the candidate receiving the highest number of votes, until five (05) candidates are elected to the BOD.
- e. In the event that two (02) or more candidates receive the same number of votes for the final BOD position, the GMS will conduct a re-election among the candidates with the equal number of votes to select the one with the highest number of votes.
- f. A candidate elected to the BOD must receive at least one (01) vote.

5. Election ballot and filling the election ballot

- a. When registering attendance, shareholders/authorized representatives attending the meeting will be given one (01) election ballot to vote for BOD members;
- b. The election ballot is issued by Nafoods Group Joint Stock Company, printed uniformly, having the Company's seal, with the shareholder's code, total number of shares owned/represented by proxy, the number of votes multiplied

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- by the number of BOD members to be elected, and the list of candidates nominated/self-nominated for the BOD;
- c. The procedure for filling out the election ballot is detailed in the election ballot;
 - d. In case of an error in filling out the election ballot, shareholders/authorized representatives attending the meeting should contact the Organizing Committee to exchange the ballot for another one, provided that the election has not yet finished and the ballot has not been put in the ballot box.
 - e. The election ballot is considered valid when it meets the following conditions:
 - The ballot votes for candidates whose names appear on the list approved by the GMS before the voting process begins;
 - The total number of votes is less than or equal to the total number of votes allowed for that shareholder;
 - The ballot has the signature and full name of the shareholder/authorized representative attending the meeting;
 - It does not fall under the cases specified in Point f of this Clause.
 - f. An invalid election ballot is considered as not voting for any candidate. An election ballot is deemed invalid if it falls under any of the following cases:
 - The election ballot is not issued by the Organizing Committee of the GMS, the ballot does not follow the format of the Company, or not having the Company's seal;
 - The ballot has erasures, corrections, or includes candidates not on the list of nominees approved by the GMS before the voting process begins;
 - The ballot has a total number of votes for all candidates that exceeds the total number of votes owned and/or authorized by that shareholder;
 - The ballot does not have the signature and full name of the shareholder/authorized representative attending the meeting;
 - The ballot is submitted to the Voting Board after the voting has finished.

Article 15. Voting time

1. The Ballots voting and election ballots Voting begins upon the instruction of the Chair Board or the Head of the Voting Board and shall end when the last shareholder/authorized representative attending the meeting put he/she ballots into the ballot box or after 15 minutes from the start of voting, whichever comes first.

Once finishing voting, the ballot box will be sealed.

2. The vote counting process shall commence immediately after the voting finishes.

Article 16. Counting Voting Ballots, Election Ballots

1. Vote counting organization

- a. The counting of voting ballots and election ballots must be conducted by the Voting Board in a secure room immediately after finishing the voting process;
- b. The Voting Board shall not erase or make corrections on the Voting Ballot, Election Ballots;
- c. Seal all voting ballots and election ballots and hand over to the Secretary Board.

2. Disclosing voting results

- a. After the vote counting process is completed, the Voting Board shall prepare a Voting Minutes signed by all Voting Board members.
- b. The Head of the Voting Board, on behalf of the Board, shall read the voting minutes on voting ballots and election ballots in the GMS.

Article 17: Discussions at the GMS

1. Shareholders/authorized representatives attending the meeting shall conduct discussions as guided by the Chairman during the GMS.
2. Shareholders/authorized representatives attending the meeting may participate in discussions at the GMS by speaking directly or submitting questions/opinions to the Chair Board by the Question Form (which is provided to shareholders/authorized representatives at the time of registration for attendance).
3. The discussion and answering questions, concerns of shareholders/authorized representatives attending the meeting shall be conducted via the following principles and methods:
 - a. The Chairman shall arrange and allocate speaking opportunities for shareholders/authorized representatives attending the meeting based on the meeting agenda and schedule.
 - b. Shareholders/authorized representatives would like to speak directly must raise their Voting Card and may only speak when approved by the Chairman. Statements should be concise and relevant to the topic under discussion at the GMS. Shareholders shall not make personal remarks that could affect the reputation or image of others, shall not repeat opinions already expressed by

other shareholders. The Chairman may interrupt, disregard, or refuse to respond to repetitive or irrelevant questions or statements that are not related to the agenda of the GMS.

- c. In case the discussion exceeds the agenda, unsolved questions at the GMS will be recorded by the Secretary Committee. The Chair Board may respond to shareholders/authorized representatives afterward via email or other appropriate methods in accordance with legal regulations and the Company's Charter.

Article 18. Approval of GMS Resolution

The issues of the GMS shall be approved when there is approval of Shareholders with voting rights present or through authorized representative at the GMS at the ratio in accordance with the Company Charter and the provisions of the Law on Enterprises.

Article 19: GMS Resolution

All contents at the GMS must be recorded by the GMS Secretary in the GMS Minutes. The GMS Minutes shall be disclosed and approved before the closing of the meeting and kept in the Company.

CHAPTER IV IMPLEMENTING PROVISION

Article 20: Effective

This Regulation consists of 4 chapters, 20 articles, and takes effect immediately after approval of The 2025 Annual General Meeting of Shareholders of Nafoods Group Joint Stock Company.

**O/B THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRWOMAN**

DIEN THI LAN PHUONG