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MINISTRY OF CONSTRUCTION
VIETNAM MACHINERY INSTALLATION CORPORATION - JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 27th, 2025

THE ELECTION REGULATION

On the Additional Election of the Members of the Board of Directors for the 2021-2026 Term at the 2025 Annual General Meeting of Shareholders of Vietnam Machinery Installation Corporation - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 03/2022/QH15 amending the Law on Enterprises.
- Pursuant to the Charter of Vietnam Machinery Installation Corporation -z JSC;
- The 2025 Annual General Meeting of Shareholders of Vietnam Machinery Installation Corporation - JSC (hereinafter referred to as "the Meeting") has voted to approve the Election Regulations on the Additional Election of the Members of the Board of Directors for the 2021 - 2026 Term of the Corporation, as follows:

CHAPTER I: THE NOMINATION AND SELF-NOMINATION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS

Article 1. Eligible Voters

Shareholders holding voting shares and their authorized representatives of shareholders holding voting shares of Vietnam Machinery Installation Corporation - JSC.

Article 2. The number of Additional Members to be Elected to the Board of Directors for the 2021 - 2026 Term

The number of additional members to be elected to the Board of Directors for the 2021 - 2026 term: 01 member.

Article 3. Term of the Additional Member of the Board of Directors

The term of the additional member of the Board of Directors is the remaining duration of the 2021 - 2026 term.

Article 4. Criteria and Conditions for Members of the Board of Directors

The members of the Board of Directors must meet the following criteria and conditions:

- Not be subject to as prescribed in Clause 2 of Article 17 of the Law on Enterprise;
- Having qualifications and experience in Corporate Management, or in the fields, business sectors of Vietnam Machinery Installation Corporation – JSC (hereinafter referred to as the Corporation), and is not necessarily a shareholder of the Corporation;
- A member of the Board of Directors of the Corporation may also be a member of the Board of Directors of another company.
- Must not be a family relationship of the General Director and other managers of the Corporation; of managers, or of the person in charge of appointing managers of the Corporation;

- Other conditions as prescribed by law.

Article 5. Nomination and Self-Nomination of Members of the Board of Directors

1) Shareholders or a group of shareholders holding at least 10% of the total voting shares have the right to nominate or self-nominate members to the Board of Directors in accordance with the following regulations:

- From 10% to less than 20% are nominated as one (01) candidate;
- From 20% to less than 30% are nominated up to two (02) candidates;
- From 30% to less than 40% are nominated up to three (03) candidates;
- From 40% to less than 50% are nominated up to four (04) candidates;
- From 50% to less than 60% nominated up to six (06) candidates;
- From 60% to less than 70% are nominated up to seven (07) candidates;
- From 70% to less than 80% are nominated up to eight (08) candidates;
- From 80% to less than 90% are nominated, a maximum of nine (09) candidates;
- From 90% or more are nominated up to eleven (11) candidates.

2) The procedure and process of nomination and election according to the Corporation's Charter and legal regulations.

Article 6. Nomination and Self-Nomination Documents for Members of the Board of Directors

Shareholders who meet the required standards and conditions have the right to nominate or self-nominate members to the Board of Directors:

1. Nomination and Self-Nomination Documents for Members of the Board of Directors:
   - Nomination and self-nomination form for Board of Directors members (according to the form);
   - Curriculum vitae by the candidate (according to the form);
   - A copy of the Citizen Identification Card (CCCD), permanent residence/temporary registration certification, passport, educational degrees, diplomas, certificates, cultural level, and professional qualifications.
   - Other documents related to the criteria and conditions for members of the Board of Directors according to the Corporation's Charter and he provisions of law.
   - Minutes of the meeting of the group of shareholders nominating the Board of Directors candidate (if any).
2. The nomination and self-nomination documents must be submitted to the General Meeting of Shareholders Organization Committee by 5:00 PM on June 17, 2025, to the following address:
   Human Resources Department - Vietnam Machinery Installation Corporation – JSC.
   Address: 124 Minh Khai, Hai Ba Trung District, Hanoi City.
   Phone: 024. 3863 7747/ 024. 38632059 (extension 105) - Fax: 0243. 6247871
   The documents must clearly state "Documents for Nomination/Self-Nomination of Members to the Board of Directors for the 2021–2026 term."

3. Only nomination and self-nomination documents that meet the eligibility criteria and candidates who meet the corresponding conditions for Board of Directors members will be included in the list of candidates to be announced at the General Meeting of Shareholders.

Article 7. Selection and Disclosure of Candidates

1. In cases where the candidates for the Board of Directors have been identified, the Corporation shall disclose relevant information about the candidates on the Corporation's website at least 10 days before the opening date of the General Meeting of Shareholders, so that shareholders can review the information before voting. Candidates for the Board of Directors must submit a written commitment affirming the truthfulness and accuracy of their disclosed personal information and must also commit to performing their duties honestly, prudently, and in the best interests of the Corporation if elected.

2. Based on the nomination and self-nomination applications submitted by shareholders or shareholder groups, the Presidium of the General Meeting shall prepare a list of candidates who meet all the criteria and conditions in accordance with the regulations and present it to the General Meeting for the election of additional members to the Board of Directors.

CHAPTER II: ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS

Article 8. Eligible voters

Shareholders holding Voting Shares and authorized representatives of attending shareholders shall have the right to vote for Members of the Board of Directors.

Article 9. Ballot and Voting Instructions

1. Ballot and voting instructions

- The ballot shall be uniformly printed, indicating the total number of Voting Rights (owned and authorized).
- Shareholders or authorized representatives shall receive ballots for electing the Board of Directors upon registration at the General Meeting.
- In case of an error, shareholders may request the Vote Counting Committee to replace or correct the ballot as appropriate.
- Shareholders or their authorized representatives must manually enter the number of voting rights assigned to each candidate in the blank box next to each candidate's name.

2. Invalid Ballots

- Ballots that are not in the printed format issued by the Organizing Committee and do not bear the seal of the Corporation;
- Ballots containing any additional, unrelated content;
- Ballots in which the total number of votes allocated to candidates exceeds the total Voting Rights of the shareholder (owned and authorized).

- Ballots with erased or amended content without the shareholder's initials next to the correction;
- Ballots without the shareholder's signature and full name;
- Ballots in which the number of candidates voted for exceeds the number of Board members to be elected.

Article 10. Voting Method and Election Results

- The list of candidates shall be arranged in alphabetical order by name, with the full names of the candidates.
- The election of Members of the Board of Directors shall be conducted by direct voting at the General Meeting through the method of cumulative voting, whereby:
  - Each shareholder or authorized representative shall have a total number of votes equal to the number of Voting Shares they own multiplied by the number of Board members to be elected.
  - Shareholders or authorized representatives may allocate all or part of their total votes to one or more candidates on the approved list, but the total votes must not exceed their total Voting Rights.
  - The elected candidates for the Board of Directors shall be those receiving the highest number of votes in descending order until the number of additional members required by the General Meeting is reached. In case of two or more candidates receiving an equal number of votes for the final position, a re-vote shall be conducted among those candidates to determine the one with the highest number of votes.

Article 11. Ballot Counting Committee

- The Ballot Counting Committee shall be nominated by the Presidium (and its members must not be included in the list of nominees or candidates for the Board of Directors) and approved by the General Meeting.
- The Ballot Counting Committee shall:
  - Provide voting instructions in accordance with the Voting Regulation approved by the General Meeting.
  - Accurately determine the election results;
  - Prepare the vote counting minutes and be accountable to the Presidium and the General Meeting for the performance of its duties;
  - Announce the election results at the General Meeting.
  - Review and report to the General Meeting any violations of the voting regulations or any complaints concerning the vote counting process.

Article 12. Complaints and Resolution

Complaints regarding the election and vote counting shall be resolved by the Presidium of the General Meeting and recorded in the Minutes of the General Meeting of Shareholders.

CHAPTER III: IMPLEMENTATION PROVISIONS

Article 13. Effectiveness

This Regulation comprises 03 Chapters and 13 Articles, and shall take effect immediately upon its approval by the General Meeting of Shareholders. It shall serve as the basis for the election of additional Members to the Board of Directors for the 2021–2026 term of Vietnam Machinery Installation Corporation - JSC.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Bui Duc Kien