

Ho Chi Minh City, April 20, 2026

**INSTRUCTIONS
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
(TERM 2025-2030)**

I. RECEIVING BALLOTS:

Each shareholder or authorized representative will receive one ballot for the election of a member of the Board of Directors.

II. HOW TO FILL OUT THE BALLOT:

1. The election of Board of Directors members will be conducted using the cumulative voting method with the principles of direct, secret ballot, ensuring compliance with the law, regulations, fairness, and transparency.
2. Each ballot will list one candidate for the Board of Directors;
 - a. Shareholders or authorized representatives may cast all their ballots for a candidate for the Board of Directors or not vote for any candidate;
 - b. The total number of votes for the chosen candidate must be less than or equal to the total number of votes recorded on the ballot.
3. Valid ballots are:
 - a. Ballots in the pre-printed form issued by the Vote Counting Committee bearing the red seal of the SSC;
 - b. Ballots must not contain any additional writing and must not have any erased or altered content;
 - c. The number of shares to be voted on for a candidate (if there is an error) can be corrected (without erasing), but the corrected number must be recorded in words next to it, even if only one digit is changed, and must be signed.
4. Invalid ballots are:
 - a. Not in accordance with the contents of a, b, and c of item 3 above;
 - b. For ballots for board members, there is more than one candidate for the Board of Directors from the list approved by the General Meeting of Shareholders before the voting takes place;
 - c. The ballot contains a total number of votes greater than the total number of votes recorded on the ballot;
 - d. The ballot is not signed or does not clearly state the full name of the shareholder or authorized representative.

III. DROPPING BALLOTS INTO THE BOX

After casting their votes to select candidates, shareholders drop their ballots for the Board of Directors into the ballot box.