

REGULATIONS ON ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 INDOCHINE IMPORT-EXPORT INVESTMENT INDUSTRIAL JSC

Base:

- Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020 and guiding documents;
- Charter of organization and operation of Indochine Import-Export Investment Industrial Joint Stock Company.

The Organizing Committee of the 2026 Annual General Meeting of Shareholders of Indochine Import-Export Investment Industrial Joint Stock Company develops the Regulation on the election of additional members of the Board of Directors (BOD) and the Supervisory Board (BOS) as follows:

Article 1. Election Subjects

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights are present at the General Meeting (*According to the list of shareholders closing on 29/05/2026*).

Article 2. Election Principles

1. Elections are held in accordance with the law, in accordance with the company's current charter, ensuring democracy and the legitimate interests of shareholders.
2. Public elections are held by secret ballot.
3. Each ordinary share has one voting right. The right to vote, election results, voting shall be calculated according to the number of shares owned and authorized.

Article 3. Number and criteria of members of the Supervisory Board

1. The number of members of the Board of Directors is 05 members. The number of elected members of the Supervisory Board is 03 members.
2. Members of the Board of Directors and Supervisory Board must meet the following conditions and criteria:
 - Having full civil act capacity and not being prohibited from establishing and managing enterprises in accordance with the provisions of the Law on Enterprises.
 - Having qualifications, capacity and long-term experience in the field of business in general and the company's business lines in particular; and have experience in business management organization;
 - Having good health, moral qualities, honesty, integrity, understanding of the law;
 - Not be named in the list of members of the Vote Counting Committee of the Congress;
 - Other conditions as prescribed by law and the company's charter.

Article 4. Nomination/nomination of members of the Board of Directors, Supervisory Board

1. In case the candidates for the Board of Directors and Supervisory Board have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates of the Supervisory Board must have a written commitment to the truthfulness and accuracy of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors and Supervisory Board is announced, including:
 - a) Full name, date of birth;
 - b) Professional qualifications;
 - c) Work process;
 - d) Other managerial titles (including the title of the Board of Directors of other companies);
 - dd) Interests related to the Company and its related parties;
 - e) Other information (if any) as prescribed in the company's charter;
 - g) The public company must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other management positions and interests related to the company of the candidate for the Board of Directors and Supervisory Board (if any).
2. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares or another smaller percentage as prescribed in the company's charter have the right to nominate candidates for the Board of Directors and Supervisory Board in accordance with the provisions of the Law on Enterprises and the company's charter.
3. In case the number of candidates for the Board of Directors and Supervisory Board through nomination and candidacy is still not enough as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce more candidates or organize nomination as prescribed in the company's Charter. Internal regulations on corporate governance and the Operation Regulations of the Board of Directors, Regulations on the operation of the Supervisory Board. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors and Supervisory Board in accordance with the provisions of law.

Article 5. Documents for candidacy/nomination for election to the Board of Directors and Supervisory Board

Dossiers of candidacy and nomination for election to the Board of Directors and Supervisory Board include:

1. An application for candidacy or nomination to participate in the Board of Directors, Supervisory Board (according to the form in Appendix 01);
2. Self-declaration curriculum vitae (according to the form in Appendix 02);
3. Minutes of the group meeting to nominate candidates for members of the Board of Directors, Supervisory Board (according to the form in Appendix 03)
4. Certified copies of professional qualifications and certificates.
5. Certified copy of Citizen ID/Passport.
6. Other dossiers (if any);

Based on the nomination or candidacy dossiers of shareholders and groups of shareholders, the Organizing Committee of the General Meeting shall make a list of candidates

who meet the criteria specified in Articles 3 and 4 of this Regulation; and submit it to the General Meeting of Shareholders for approval.

Article 6. Election method

- The voting for the election of members of the Supervisory Board shall be carried out by secret ballot by the method of cumulative voting;
- Each shareholder has the total number of voting rights corresponding to the total number of voting shares (including ownership and authorization) multiplied by the number of elected members of the Board of Directors and the Supervisory Board;

Article 7. Principles for electing members of the Board of Directors, Supervisory Board

- The winners of the election of members of the Board of Directors and the Supervisory Board are determined according to the number of votes calculated from high to low, starting from the candidate with the highest number of votes;
- In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors and Supervisory Board, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the company's charter.

Article 8. Vote Rules

- Valid vote: It is a pre-printed ballot, issued by the Organizing Committee of the Congress with the stamp " Indochine Import-Export Investment Industrial Joint Stock Company ". On each ballot there is information on shareholders/authorized persons, the total number of shares with voting rights (owned and authorized).
- Invalid votes are: Votes not issued by the Organizing Committee as prescribed; No vote (absentee); crossing out, correcting, adding or incorrectly recording names, not on the list of candidates approved by the General Meeting of Shareholders before voting; The total number of voting rights for the shareholder's candidates exceeds the total number of votes owned or authorized by such shareholder; The slip does not have the signature of the shareholder/authorized person.
- In case the shareholder/authorized person in the process of recording the vote is mistaken, provided that it has not been put in the ballot box, he or she shall directly meet the Organizing Committee to be exchanged for the vote to ensure the interests of shareholders.

Article 9. Vote counting

9.1. Vote Counting Committee and responsibilities of Vote Counting Committee

- The vote counting committee is nominated by the Chairman of the Congress and approved by the Congress.
- Members of the Vote Counting Committee must not be named in the list of nominations and candidates for members of the Supervisory Board.
- The vote counting committee is responsible for approving the election regulations; Introducing and guiding voting votes; Check the voting results objectively and accurately; Make a record of vote counting and announce the results of vote counting before the Congress.
- The vote counting committee must commit to take responsibility for the truthfulness and accuracy of the vote counting results at the Congress.

9.2. Principles for counting votes

- The vote counting committee conducted an inspection of the ballot box before the opinion of the shareholders.

- Voting is commenced at the behest of the Chairman of the General Meeting and ends when the last shareholder casts their vote in the ballot box.
- The counting committee counts the votes as soon as the vote ends. Check the validity of each ballot, check each ballot in turn, and record the results.
- After the vote counting is completed, the vote counting committee must make a record of vote counting and announce it before the congress.
- All counted ballots must be sealed and handed over to the Chairman of the Congress.

Article 10. Complaint resolution

1. Questions and complaints about election work (if any) will be resolved by the Chairman of the General Meeting of Shareholders.
2. Each shareholder has the right to question before the general meeting on issues related to election work if it is considered that there are signs of violation of the provisions of the Law on Enterprises and the company's charter.

This Regulation consists of 10 articles and takes effect immediately after being approved by the General Meeting of Shareholders.

**T.M BOARD OF DIRECTORS
CHAIRMAN**



APPENDIX 01.1

SOCIALIST REPUBLIC OF VIETNAM

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NOMINATION/NOMINATION

INDOCHINE IMPORT-EXPORT INVESTMENT INDUSTRIAL JSC

**To: ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

My name is

(organization/individual):.....

CCCD/HC/BUSINESS REGISTRATION No.: Issue Date: Place
of issue:

Address:.....

Legal representative (if any):.....

Currently owned: shares corresponding to:% of the Company's charter capital.

After studying the regulations on shareholders' rights and membership standards.... in the Charter of Indochine Import-Export Investment Industrial Joint Stock Company (the Company) and the Law on Enterprises, I/our organization are eligible to nominate/nominate candidates to participate.... Company.

I/Our organization respectfully nominates/candidates:

Mr. (Mrs.):

Date of Birth:..... Place of Birth:.....

Citizen Identity Card/Passport No.: Issue Date: Place of issue:
.....

Permanent Address:

Education: Major:

Currently owned: shares.

Being a candidate for position of the Company.

Thank you!

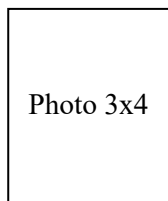
....., date 2026

MAKER

(Sign and clearly state your full name, stamp if any)

Note:- Attached dossier: Copy of Citizen Identity Card /Passport/Business Registration Certificate; Copies of qualifications; Curriculum vitae;

APPENDIX 02



SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

RESUME

1. Full name: Gender: Female/Male.
2. Date of Birth:..... Place of Birth:.....
3. Nationality:..... Ethnicity:.....
4. Citizen Identity Card/Passport No:..... Issued Date:..... Place of Issue:.....
5. Hometown:.....
6. Place of permanent residence registration:
7. Current residence:
8. Phone Number:.....
9. Educational level:.....
10. Qualifications:
11. Names of the companies in which the candidate is holding the position of member of the Board of Directors and other management positions:.....
12. Company-related benefits (if any):.....
13. Working process and positions:

Duration	Workplace	Position
From to	INDOCHINE IMEX., JSC	
From to		

14. Relatives and related persons:

Full name	Number/ date of issuance/ place of issuance of CCCD/ Passport	Relationship with the declarant	Permanent address	Position at the Company (if any)	Number of shares owned in the Company (if any)

Note: The person involved is: Father, adoptive father, mother, adoptive mother, wife, husband, child, adopted child, sibling of the individual.

I would like to commit to take full responsibility before the law for the accuracy and truthfulness of the above contents.

....., date months..... 2026

DECLARANT
(Sign and specify full name)

APPENDIX 3

SOCIALIST REPUBLIC OF VIETNAM

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TEAM MEETING MINUTES
NOMINATION OF CANDIDATES TO THE BOARD OF
DIRECTORS/SUPERVISORY BOARD
INDOCHINE IMPORT-EXPORT INVESTMENT INDUSTRIAL JSC

- Pursuant to the Charter of Indochine Import-Export Investment Industrial Joint Stock Company (the Company);

- Pursuant to the Regulations on nomination of members of the Supervisory Board of the Company;

Today's Day..... at....., we are
shareholders of the Company, holding together shares, accounting for% of
the Company's voting shares, are listed in the List below:

[illegible]

We unanimously nominate the following candidates to join the Company's Board of Directors at the 2026 Annual General Meeting of Shareholders as follows:

1. Candidate position:

2.1 Mr./Mrs.:.....

- Citizen Identity Card/Passport No:..... Issue Date:.....

Place of Issue:.....

- Permanent address:

- Education: Major:.....

2.2 Mr./Mrs.:.....

- Citizen Identity Card/Passport No:..... Issue Date:.....

Place of Issue:.....

- Permanent address:

- Education: Major:.....

Act as a representative of the group to carry out the nomination procedures in accordance with the Regulations on participation in the nomination of candidates in ... of the Company.

This record shall be made at the time..... and date..... in

.....

..... Month 2026

Shareholders

(Person appointed as a representative of the group)

(Sign, specify full name)^()*

Note:

^(*): For legal entity shareholders:

- The legal representative shall sign and affix the seal. Or:

- In case the capital management representative is not the legal representative, the capital representative shall sign and attach the capital representative power of attorney.