

ELECTION REGULATIONS
ADDITIONAL ELECTION OF BOARD OF DIRECTORS
IDICO SROK PHU MIENG HYDROPOWER JOINT STOCK COMPANY
TERM 2023-2028

- The Securities Law No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- The Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- The Law No. 03/2022/QH15 dated January 11, 2022;
- The Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company, first approved by the General Meeting of Shareholders on January 18, 2008, and amended on April 24, 2024;
- The internal regulations on Corporate Governance dated April 24, 2024;
- The Working Regulations of the 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company,

The 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company (IDICO-SHP) shall conduct the additional election of members of the Board of Directors for the 2023-2028 term in accordance with the following regulations:

Article 1. Election principles

1. Compliance with state laws, the company's charter, and ensuring democracy and fairness.
2. Direct election by secret ballot.

Article 2. Eligible voters

Shareholders holding voting shares or authorized representatives of shareholders holding voting shares (*as per the shareholder list finalized on March 25, 2025*) who are present at the General Meeting.

Article 3. Number; conditions and qualifications; nomination and candidacy for the Board of Directors members

1. Number of members:

The number of additional members to be elected to the Board of Directors is one (01) member.

2. Conditions and qualifications:

a. Must have full legal capacity and not be subject to restrictions on enterprise management as stipulated in Clause 2, Article 17 of the Enterprise Law.

b. Must have professional qualifications and experience in business administration or in the company's industry or business sector and is not necessarily required to be a shareholder of the company.

c. A member of the company's Board of Directors may concurrently serve as a member of the Board of Directors of up to five (05) other companies.

3. Nomination and self-nominated candidacy for the Board of Directors:

a. Shareholders holding voting shares have the right to combine their voting rights to nominate candidates for the Board of Directors.

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total ordinary shares may nominate one (01) candidate;

- Shareholders or groups of shareholders holding from 20% to less than 30% of the total ordinary shares may nominate up to two (02) candidates;

- Shareholders or groups of shareholders holding from 30% to less than 40% of the total ordinary shares may nominate up to three (03) candidates;

- Shareholders or groups of shareholders holding from 40% to less than 50% of the total ordinary shares may nominate up to four (04) candidates;

- Shareholders or groups of shareholders holding 50% or more of the total ordinary shares may nominate up to five (05) candidates.

b. In the event that the number of candidates for the Board of Directors nominated and self-nominated is still insufficient as required under Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Board of Directors' Operating Regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes on the additional election of Board of Directors members, in compliance with legal regulations.

Article 4. Application documents and submission deadline for nomination and self-nominated candidacy for the additional election to the Board of Directors

1. Application documents for nomination and candidacy for the additional election to the Board of Directors:

a. Nomination or candidacy application for the position of Board of Directors member (as per the prescribed form);

b. Curriculum Vitae filled out by the candidate (as per the prescribed form);

c. List of shareholder groups (in case the candidate is nominated by a group of shareholders);

d. Notarized copies of the National ID Card/Citizen Identification Card/Passport, along with certificates of educational qualifications and professional degrees.

2. Deadline for submission of nomination and candidacy applications for the additional election to the Board of Directors:

To facilitate the organization of the General Meeting of Shareholders and ensure timely disclosure of information in accordance with legal regulations, shareholders or groups of shareholders are requested to submit their nomination and candidacy applications for the additional election to the Board of Directors no later than 16:00 on April 10, 2025, to the following address:

- IDICO Srok Phu Mieng Hydropower Joint Stock Company;

- Address: Hamlet 7, Long Binh Commune, Phu Rieng District, Binh Phuoc Province;

- Phone: 0271 3731400.

Article 5. Election procedure:

1. The General Meeting approves the Election Regulations for the additional election of members to the Board of Directors, as well as the list of candidates for the election.

2. The Presidium announces the list of candidates for the additional election to the Board of Directors that has been approved by the General Meeting and assigns the Election Committee to organize the next steps of the election.

Voting: Shareholders cast their votes directly on the ballot and place them in the ballot box (each shareholder or authorized representative attending the meeting will receive one pink ballot for the Board of Directors election).

Vote counting, vote counting report, announcement of election results.

The Presidium and the Election Committee review and propose resolutions for any election-related complaints (if any) and submit them to the General Meeting for a decision.

Article 6. Ballot and ballot marking:

1. A valid ballot must be issued by the company and must include the ID card number/Citizen identification card number/Business registration certificate number and the number of voting shares represented.

2. The following ballots are invalid and will not be counted in the election:

a. Ballots that do not follow the prescribed format or do not bear the company's official stamp.

b. Ballots where names of candidates listed on the ballot have been crossed out.

c. Ballots with erasures or alterations (if an error is made, a new ballot must be requested).

d. Ballots containing names not included in the list of candidates approved by the General Meeting.

d. Ballots where the total number of votes cast exceeds the total number of voting shares allocated to the shareholder, as stated on the ballot.

Article 7. Voting method: Cumulative voting

The election shall be conducted using the cumulative voting method, whereby each shareholder (or authorized representative) has a total number of votes equal to the number of shares they own (or represent by proxy) multiplied by the number of members to be elected to the Board of Directors. Shareholders (or authorized representatives) may allocate all or part of their total votes to one or multiple candidates.

The elected members of the Board of Directors shall be determined based on the number of votes received, ranked from highest to lowest, starting with the candidate who receives the most votes until the required number of members, as stipulated in the company's Charter, is reached.

In the event that two or more candidates receive the same number of votes for the final available position on the Board of Directors, a re-election shall be conducted among the candidates with equal votes.

Article 8. Election committee, Voting principles, Vote counting

1. The Election Committee is nominated by the Organizing Committee and approved by the General Meeting of Shareholders. Members of the Election Committee must not be listed as nominees or candidates for the additional election to the Board of Directors.

2. The Election Committee is responsible for:

a. Distributing ballots and providing instructions on how to fill out the ballots.

b. Conducting the vote counting in an honest, accurate, complete, and lawful manner, and being accountable to the Presidium and the General Meeting for the vote counting process and results. The vote counting must be carried out immediately after the voting process concludes.

c. Preparing the Vote Counting Report and announcing the results before the General Meeting. The report and ballots must be sealed, handed over to the Presidium, and stored in accordance with regulations.

d. If fraudulent activities, violations of the law, the Company's Charter, or this Election Regulation are suspected, any shareholder or shareholder representative has the right to file a complaint with the Presidium and the Election Committee.

Article 9. Effective Date and Validity

1. These Election Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

2. These regulations shall expire upon the conclusion of the 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company.

The above constitutes the full content of the Election Regulations for the additional election of Board of Directors members for the 2023-2028 term at the 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng IDICO Hydropower Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders for voting and approval.

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

Mr. Nguyen Van Thinh

