

DRAFT

Hanoi, April 28th 2026

**ELECTION REGULATIONS
FOR MEMBER OF BOARD OF DIRECTOR AND SUPERVISORY BOARD IN THE
TERM 2026~2031 OF CONSTRUCTION AND INVESTMENT J.S COMPANY NO.18**

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements.

Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements.

The Charter of Organization and Operation of Construction and Investment Joint Stock Company No.18.

The 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “AGM”) of Construction and Investment Joint Stock Company No18 (hereinafter referred to as the “Company”) shall conduct the election of members of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2026-2031 term with the following contents:

Article 1. Principles of Election

- The election shall be conducted in compliance with applicable laws and the Company’s Charter, ensuring democracy and the legitimate rights and interests of shareholders.
- Eligible voters: Shareholders holding voting shares of the Company or their authorized representatives attending the AGM with voting rights (according to the shareholder list finalized on March 18, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC)) who are present at the Meeting.

Article 2. Number and term of members of the BOD and SB

2.1. Number of members to be elected

- Number of members of the BOD to be elected: 05 members, including 01 Independent Director.
- Number of members of the Supervisory Board to be elected: 04 members.

2.2. Term of the Board of Directors and its members

- The term of the Board of Directors and the Supervisory Board shall be five (05) years, from 2026 to 2031.
- The term of members of the Board of Directors shall be aligned with the term of the Board of Directors.

Article 3. Method of Election

- The election of members of BOD and SB shall be conducted in person by secret ballot at the AGM of Shareholders, using the cumulative voting method.



- Each shareholder shall have a total number of votes corresponding to the total number of voting shares (including owned shares and shares authorized) multiplied by the number of members to be elected to the BOD/SB:

$$\text{Total number of votes of a shareholder} = \text{Total number of shares (owned/authorized)} \times \text{Number of BOD/SB members to be elected.}$$

- A shareholder may allocate all of his/her votes to one or several candidates and may vote for up to the maximum number of BOD/SB members to be elected from the total number of nominated candidates. Any ballots in which votes are allocated to more candidates than the maximum number to be elected shall be deemed invalid.
- The total number of votes cast for candidates must not exceed the total number of votes of the shareholder. If exceeded, the entire ballot shall be deemed invalid. If the total number of votes cast is less than the total number of votes of the shareholder, the votes cast shall be valid, and the remaining votes shall be considered abstentions (blank votes).

Article 4. Responsibilities of the Election and Vote Counting Committee

- The Election and Vote Counting Committee shall be proposed by the Chairperson and approved by the AGM, comprising 05 members, including 01 Head and 04 members.
- Members of the Election and Vote Counting Committee must be honest and impartial persons and must not be included in the list of candidates for election to the BOD/SB.
- The Election and Vote Counting Committee shall have the following duties:
 - o To provide guidance on the Election Regulations and voting procedures to shareholders;
 - o To distribute ballot papers, collect ballots, count votes, and report the vote counting results to the AGM of Shareholders;
 - o To hand over all ballots and the Minutes of Vote Counting to the Chairperson of the Meeting for retention at the Company's head office.
- The Vote Counting Committee shall be responsible for the accuracy of the vote counting results and, together with the Chairperson, shall handle any complaints from shareholders relating to candidate eligibility or election results (if any) and report to the General Meeting of Shareholders for decision.

Article 5. Regulations on ballot papers and voting instructions

5.1. Regulations on ballot papers

- Ballot papers shall be issued by LICOGI 18 and distributed by the Organizing Committee of the AGM. Each ballot shall bear the Company's seal, the shareholder ID, the name of the shareholder, the total number of voting owned/authorized shares and the list of candidates nominated for the BOD and SB.
- Each shareholder or authorized representative shall be provided with 02 ballot papers, including:
 - o 01 ballot for the election of BOD members;
 - o 01 ballot for the election of SB members.



- Upon receiving the ballots, shareholders or authorized representatives must verify the information on the ballots. In case of any error, they must immediately notify the Organizing Committee to obtain replacement ballots.
- 5.2. Instructions for completing ballot papers

- When voting for a candidate, the shareholder or authorized representative shall write the number of votes in the column “Number of Votes” corresponding to that candidate.
- If not voting for a candidate, the shareholder or authorized representative shall mark “X” or “0” in the column “Number of Votes” corresponding to that candidate.
- Shareholders or their authorized representatives may allocate all votes to one or several candidates, or may choose not to vote for any candidate.
- In case a shareholder makes an error while completing the ballot, provided that the ballot has not yet been submitted into the ballot box, the shareholder may contact the Vote Counting Committee to request a replacement ballot in order to ensure the shareholder’s rights.

Article 6. Validity and invalidity of ballot papers

6.1. Valid ballots: A ballot shall be considered valid if it satisfies all of the following conditions:

- The ballot is not torn, erased, altered, or supplemented with any content other than as prescribed.
- The number of candidates voted for is equal to or less than the number of members to be elected to the BOD/SB, and votes are cast only for candidates listed in the approved list of nominees adopted by the General Meeting of Shareholders.
- The total number of votes allocated to candidates is equal to or less than the total number of votes owned and/or authorized to the shareholder.
- The ballot bears the full signature and name of the shareholder or the authorized representative and is submitted into the ballot box in accordance with the prescribed procedures.

6.2. Invalid ballots: A ballot shall be deemed invalid in the following cases:

- The ballot is not issued by the Company or does not bear the Company’s official seal.
- The ballot is erased, altered, incorrectly completed, or contains names not included in the list of candidates approved by the AGM prior to voting.
- The ballot indicates votes for a number of candidates exceeding the prescribed number of members of the BOD/SB to be elected.
- The total number of votes allocated to candidates exceeds the total number of votes owned and/or authorized to the shareholder.
- The ballot does not bear the signature of the shareholder or the authorized representative.
- The ballot is submitted after the Chairperson has declared the close of voting.
- Invalid ballots shall not be counted toward the election results.

Article 7. Regulation of Voting, vote counting, and preparation and announcement of the Minutes of Vote Counting



- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders prior to voting.
- Upon receiving ballot papers from the Election and Vote Counting Committee, shareholders shall cast their ballots into the ballot box under the supervision of the Committee. Voting shall conclude when the last shareholder has cast their ballot or when the Chairperson declares the close of voting.
- Vote counting shall be conducted immediately after the close of voting. The Committee shall verify the validity of each ballot and record the results. In case of doubtful ballots, the Committee may seek the opinion of the General Meeting of Shareholders to determine their validity.
- Upon completion of vote counting, the Committee shall prepare the Minutes of Vote Counting, which shall include:
 - o Time and venue of vote counting;
 - o Members of the Election and Vote Counting Committee;
 - o Total number of shareholders attending the Meeting;
 - o Total number of shareholders participating in voting;
 - o Number and percentage of valid and invalid ballots;
 - o Number and percentage of votes for each candidate;
 - o Signatures of all members of the Election and Vote Counting Committee.
- The full Minutes of Vote Counting shall be announced right in the AGM. The election results shall be recorded in the Minutes of the Meeting and the Resolution of the AGM. All ballots, after counting, shall be handed over to the Chairperson for retention at the Company's head office.

Article 8. Principles for determining elected candidates

- Elected members of the BOD and SB shall be determined based on the number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members as specified in Article 2 of these Regulations is reached.
- In case two or more candidates receive the same number of votes and the number exceeds the required number to be elected, selection shall be made based on the following priority criteria:
 - o If the candidates are shareholders: Priority shall be given to the candidate holding a larger number of shares.
 - o If the candidates are not shareholders: Priority shall be given to the candidate with experience as a member of the BOD/SB; in case of equal experience, priority shall be given based on the number of working years.
- If, after applying the above criteria twice, no decision can be made, the AGM shall conduct an additional election among these candidates. In such case, the number of members to be elected shall be the remaining vacancies, and the number of votes of each shareholder shall be equal to the number of voting shares multiplied by the number of remaining members to be elected.



Article 9. Settlement of complaints

- Any complaints or inquiries relating to the election (if any) shall be resolved by the Chairperson immediately after the announcement of the Minutes of Vote Counting.
- Each shareholder shall have the right to raise questions at the AGM regarding matters related to the election process if there are indications of violations of the Law on Enterprises or the Company's Charter.

These Regulations consist of 09 Articles and shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

Recipients:

- Shareholders attending the AGM.
- Archived.



Nguyen Xuan Hung

