

No.: 57/2025/CV-VCR

Hanoi, 15 July 2025

**DISCLOSURE OF INFORMATION**

**To:**

- The State Securities Commission
- Ho Chi Minh City Stock Exchange
- Ha Noi Stock Exchange

1. Name of organization: **VINCOM RETAIL JOINT STOCK COMPANY (“Vincom Retail”)**

- Ticker: VRE

- Address: Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi, Vietnam

- Tel: (84 24) 3975 6699

- E-mail: [info@vincom.com.vn](mailto:info@vincom.com.vn)

**2. The content of information disclosure:**

On 15/07/2025, the Company disclosed the Vote Counting Minutes and the Resolution of the General Meeting of Shareholders approving the dismissal and appointment of members of the Company’s Supervisory Board by way of soliciting shareholders’ written opinions.

This information is disclosed on the Company's website via <http://ir.vincom.com.vn/en>, under the Information Disclosure / Annual General Meeting of Shareholders section.

We hereby certify that the above information is true and we are fully responsible before the laws with regards to the information disclosed./.

**THE LEGAL REPRESENTATIVE OF THE COMPANY  
CHIEF EXECUTIVE OFFICER**



**PHẠM THỊ THU HIỀN**

No: 58/CV-VCR

Ha Noi, 15 July 2025

**NOTICE OF CHANGE IN THE COMPANY'S PERSONNEL**

**To: - The State Securities Commission  
- Ho Chi Minh City Stock Exchange  
- Ha Noi Stock Exchange**

Pursuant to Resolution No. 02/2025/NQ-ĐHĐCĐ-VINCOM RETAIL dated 15/07/2025 of the General Meeting of Shareholders and the Vote Counting Minutes dated 15/07/2025 of Vincom Retail Joint Stock Company, we would like to announce the change in personnel of Vincom Retail Joint Stock Company as below:

**I. In case of election/appointment:**

**1. Ms. Nguyen Hoang May**

- Title assumed before the election: None
- Title assumed after the appointment: Member of the Supervisory Board
- Term of the appointment: in accordance with the term of the Supervisory Board (2023 – 2028)
- Effective Date: 15 July 2025

**2. Ms. Nguyen Viet Ha Lan**

- Title assumed before the election: None
- Title after the appointment: Member of the Supervisory Board
- Term of the appointment: in accordance with the term of the Supervisory Board (2023 – 2028)
- Effective Date: 15 July 2025

**II. In case of dismissal/resignation:**

**1. Mr. Hoang Duc Hung**

- Dismissed/Resigned position: Member of the Supervisory Board
- Effective Date: 15 July 2025

**2. Mr. Tran Xuan Hai**

- Dismissed/Resigned position: Member of the Supervisory Board
- Effective Date: 15 July 2025

This information was published on the company's website on 15/07/2025, as in the link <http://ir.vincom.com.vn/>

VINCOM RETAIL JOINT STOCK COMPANY



PHAM THI THU HIEN

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No.: 02/2025/NQ-DHDCD-VINCOM RETAIL

Hanoi, 15 July 2025

**RESOLUTION OF GENERAL MEETING OF SHAREHOLDERS  
OF VINCOM RETAIL JOINT STOCK COMPANY**

**Pursuant to:**

- Law on Enterprises 2020 and its guiding documents;
- Law on Securities 2019 and its guiding documents;
- The Charter of Vincom Retail Joint Stock Company (the “Company”);
- Minutes of vote counting for shareholders’ written opinions dated 15/07/2025

**RESOLVES:**

1. Approval of the discharge of Mr. Hoang Duc Hung and Mr. Tran Xuan Hai from their positions as members of the Supervisory Board.
2. Approval of the regulations for the supplementary election of members of the Supervisory Board for the 2023–2028 term.
3. Election of supplementary members of the Supervisory Board for the 2023–2028 term by cumulative voting, with the following results:

No.	Names of the supplementary elected members of the Supervisory Board	Number of votes	Percentage (%)
1	Nguyen Hoang May	1,673,787,079	97.54%
2	Nguyen Viet Ha Lan	1,713,943,374	99.88%

The term of the supplementary elected members of the Supervisory Board shall follow the remaining term of the Supervisory Board (2023–2028).

After the supplementary election, the Company's Supervisory Board consists of the following members:

- Mr. Nguyen Thanh Trung – Head of the Supervisory Board
- Ms. Nguyen Hoang May – Member of the Supervisory Board
- Ms. Nguyen Viet Ha Lan – Member of the Supervisory Board

**4. Implementation of the Resolution**

This Resolution takes effect from the date of signing.

The members of the Board of Directors, the Supervisory Board and the Management, based on their functions, assignments and competence, are responsible for organizing and implementing all contents of this Resolution.

**To:**

- *As per Article 4;*
- *The Company archives.*

**ON BEHALF OF THE  
GENERAL MEETING OF SHAREHOLDERS  
CHAIRPERSON OF BOARD OF DIRECTORS**



SHAREHOLDERS VOTE COUNTING MINUTES  
VINCOM RETAIL JOINT STOCK COMPANY  
(BY WAY OF SOLICITATION OF SHAREHOLDERS' WRITTEN OPINIONS)

VINCOM RETAIL JOINT STOCK COMPANY

**Headquarters address:** Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi, Vietnam.

**Enterprise Registration Certificate No:** 0105850244 issued for the first time by the Business Registration Office of Hanoi Department of Planning and Investment on April 11, 2012.

Today, at 10:00 AM on 15 July, 2025, at the headquarters of Vincom Retail Joint Stock Company (the "Company"), the Board of Directors ("BOD") organizes the vote counting of written opinion of shareholders.

The vote counting committee consists of following members:

1. Ms. Tran Mai Hoa – Chairperson of the BOD, representing the BOD
2. Ms. Pham Thi Thu Hien – Chief Executive Officer, the legal representative of the Company
3. Mr. Nguyen Thanh Trung – Head of the Supervisory Board – Supervising the vote counting
4. Ms. Vu Nguyen Hai Duong – Secretary carrying out the vote counting and preparation of Minutes

Jointly counts the votes casted with respect to the issuance of resolutions of the General Meeting of Shareholders in the form of solicitation of shareholders' written opinions.

**I. The purpose and matters for solicitation of shareholders' written opinions**

The Chairperson of the BOD, on behalf of the BOD, organized the solicitation of shareholders' written opinions in order to approve the following matters:

1. Approval of the discharge of Mr. Hoang Duc Hung and Mr. Tran Xuan Hai from their positions as members of the Supervisory Board
2. Approval of the regulations for the supplementary election of members of the Supervisory Board for the 2023–2028 term
3. Election of supplementary members of the Supervisory Board for the 2023–2028 term

**II. General information**

- Charter capital of the Company: VND 23,288,184,100,000
- Total shares of the Company: 2,328,818,410 shares, in which:
  - Number of ordinary shares: 2,328,818,410 shares
  - Number of preferred shares: 0 shares



- Total shares with voting rights: 2,272,318,410 shares, accounting for 100% of total eligible votes (excluding 56,500,000 treasury shares without voting rights).
- Total number of shareholders with voting rights: 23,909 shareholders, accounting for 100% of total votes in accordance with the Company's shareholders registrar as provided by the Vietnam Securities Depository as of June 19, 2025.

### III. Vote counting results

1. Each shareholder shall receive a written voting ballot (the "**Ballot**") from the Company. The Voting Ballot shall indicate the number of shares held by the shareholder, corresponding to the number of voting rights. Each share shall carry one voting right.
2. Total number of written ballots sent to shareholders: 23,909 ballots, representing 2,272,318,410 shares, accounting for 100% of total eligible votes.
3. Number of written ballots submitted by shareholders to participate in the vote: 73 ballots, representing 1,716,033,875 shares, accounting for 75.52% of total eligible votes, in which:
  - Number of valid written ballots: 73 ballots, representing 1,716,033,875 shares.
  - Number of invalid written ballots: 0 ballots, representing: 0 shares.
4. Number of written ballots not submitted by shareholders: 23,836 ballots, representing 556,284,535 shares, accounting for 24.48% of total eligible votes.
5. Forms of submitting the voting ballots: via post, fax, email or other forms to the Company.
6. List of voting shareholders: Attached appendix.

### IV. The voting results for each matter being solicited through written opinions:

1. **Approval of the discharge of Mr. Hoang Duc Hung and Mr. Tran Xuan Hai from their positions as members of the Supervisory Board**

#### Voting result:

No.	Types of opinion	Number of written ballots	Number of shares represented	Representing percentage of total voting shares (%)	Representing percentage of eligible votes returned the Company (%)
1	Approve	70	1,715,443,674	75.49%	99.97%
2	Disapprove	0	0	0%	0%
3	No opinion	3	590,201	0.03%	0.03%
<b>Total</b>		<b>73</b>	<b>1,716,033,875</b>	<b>75.52%</b>	<b>100%</b>

2. **Approval of the regulations for the supplementary election of members of the Supervisory Board for the 2023–2028 term**

#### Voting result:

No.	Types of opinion	Number of written ballots	Number of shares represented	Representing percentage of total voting shares (%)	Representing percentage of eligible votes returned the Company (%)
1	Approve	70	1,715,443,674	75.49%	99.97%
2	Disapprove	0	0	0%	0%
3	No opinion	3	590,201	0.03%	0.03%
<b>Total</b>		<b>73</b>	<b>1,716,033,875</b>	<b>75.52%</b>	<b>100%</b>

**3. Election of supplementary members of the Supervisory Board for the 2023–2028 term**

**Voting result:**

No.	Name of the additionally elected Supervisory Board's member	Number of shares represented	Representing percentage of voting shares (%)	Representing percentage of eligible votes returned to the Company (%)
1	Nguyen Hoang May	1,673,787,079	73.66%	97.54%
2	Nguyen Viet Ha Lan	1,713,943,374	75.43%	99.88%

**V. Approved resolutions:**

**1. The first resolution: Approval of the discharge of Mr. Hoang Duc Hung and Mr. Tran Xuan Hai from their positions as members of the Supervisory Board**

*This Resolution is approved by 99.97% of the total eligible votes and shall take effect immediately.*

**2. The second resolution: Approval of the regulations for the supplementary election of members of the Supervisory Board for the 2023–2028 term**

*This Resolution is approved by 99.97% of the total eligible votes and shall take effect immediately.*

**3. The third resolution: Election of supplementary members of the Supervisory Board for the 2023–2028 term**

*Ms. Nguyen Hoang May and Ms. Nguyen Viet Ha Lan were additionally elected as members of the Supervisory Board with the following voting results:*

No.	Names of the supplementary elected members of the Supervisory Board	Number of votes	Percentage (%)
1	Nguyen Hoang May	1,673,787,079	97.54%
2	Nguyen Viet Ha Lan	1,713,943,374	99.88%



The term of the supplementary elected members of the Supervisory Board shall follow the remaining term of the Supervisory Board (2023–2028).

After the supplementary election, the Company's Supervisory Board consists of the following members:

- Mr. Nguyen Thanh Trung – Head of the Supervisory Board
- Ms. Nguyen Hoang May – Member of the Supervisory Board
- Ms. Nguyen Viet Ha Lan – Member of the Supervisory Board

The vote counting is completed on the same day.

All members of the vote counting committee agreed with 100% of the contents of the minutes, and jointly responsible for the accuracy and truthfulness of this vote counting minutes and signed below.

**Signature of members of the vote counting committee:**

**ON BEHALF OF**

**THE BOARD OF DIRECTORS**

Chairperson of the Board of Director –

Chairperson of Vote Counting Committee



TRẦN MAI HOA

Chief Executive Officer

PHẠM THỊ THU HIỀN

**ON BEHALF OF**

**SUPERVISORY BOARD**

Head of the Supervisory Board –

Supervising the vote counting

NGUYỄN THANH TRUNG

**SECRETARY**

Conducting the vote counting

VU NGUYỄN HAI DUONG



# APPENDIX

## LIST OF SHAREHOLDERS PARTICIPATING IN THE VOTE

No.	Shareholder
1	Bùi Quang Hà
2	Bùi Thị Mai
3	HOÀNG THỊ LAN ANH
4	HOÀNG THỊ LAN ANH
5	HOÀNG THỊ PHƯƠNG THÙY
6	Hoàng Quốc Thủy
7	Nguyễn Phi Long
8	Nguyễn Phi Long
9	Nguyễn Thị Phương Chung
10	Nguyễn Thủy Hà
11	Ngô Thị Hoài An
12	Ngô Thị Nguyệt
13	Ngọc Văn Lượng
14	Phạm Khắc Phương
15	Đặng Hải Đăng
16	Công ty Cổ phần Kinh doanh Thương mại SADO
17	TẬP ĐOÀN VINGROUP - CÔNG TY CP
18	AMSELECT – ROBECO GLOBAL EQUITY EMERGING
19	AMUNDI FUNDS - NEW SILK ROAD
20	AMUNDI VIETNAM OPPORTUNITIES FUND

No.	Shareholder
37	JPMORGAN VIETNAM OPPORTUNITIES FUND
38	LEGAL & GENERAL ICAV
39	LIONGLOBAL VIETNAM FUND
40	LSV FRONTIER MARKETS EQUITY FUND, LP
41	MEDIOLANUM BEST BRANDS - EMERGING MARKETS COLLECTION
42	MONETARY AUTHORITY OF SINGAPORE
43	NIKKO AM ASEAN EQUITY FUND
44	NORGES BANK
45	PACE SELECT ADVISORS TRUST - PACE INTERNATIONAL EMERGING MARKETS EQUITY INVESTMENTS
46	PARAMETRIC TMECM FUND, LP
47	REDWHEEL EMERGING MARKETS EQUITY MASTER FUND LIMITED
48	REDWHEEL FRONTIER MARKETS EQUITY MASTER FUND LIMITED
49	REDWHEEL FUNDS - REDWHEEL GLOBAL EMERGING MARKETS FUND
50	REDWHEEL FUNDS - REDWHEEL NEXT GENERATION EMERGING MARKETS EQUITY FUND
51	REDWHEEL GLOBAL EMERGING EQUITY FUND
52	ROBECO CAPITAL GROWTH FUNDS - ROBECO EMERGING MARKETS EQUITIES
53	RUSSELL INVESTMENT COMPANY PUBLIC LIMITED COMPANY
54	RUSSELL INVESTMENT MANAGEMENT LTD AS TRUSTEE FOR RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND
55	RUSSELL INVESTMENT MANAGEMENT LTD AS TRUSTEE FOR RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND
56	RUSSELL INVESTMENTS EMERGING MARKETS EQUITY POOL

21	BNPPF S-FUND EQUITY EMERGING MARKETS
22	BUALUANG VIETNAM EQUITY FUND
23	BUALUANG VIETNAM EQUITY RMF
24	CATHAY LIFE INSURANCE CO.,LTD
25	CHALLENGE FUNDS - CHALLENGE EMERGING MARKETS EQUITY FUND
26	E.I. Sturdza Funds Public Limited Company
27	EASTSPRING INVESTMENTS
28	EATON VANCE STRUCTURED EMERGING MARKETS FUND
29	EATON VANCE TAX-MANAGED EMERGING MARKETS FUND
30	FP RUSSELL INVESTMENTS ICVC – FP RUSSELL INVESTMENTS INTERNATIONAL GROWTH ASSETS FUND
31	FRANKLIN TEMPLETON INVESTMENT FUNDS-TEMPLETON FRONTIER MARKETS FUND
32	GLOBAL MACRO CAPITAL OPPORTUNITIES PORTFOLIO
33	GLOBAL X MSCI VIETNAM ETF
34	GOVERNMENT OF SINGAPORE
35	HSBC GLOBAL INVESTMENT FUNDS-FRONTIER MARKETS
36	INDOCHINA EQUITY MOTHER FUND

57	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC – EMERGING MARKETS EQUITY PLUS FUND
58	RUSSELL TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST RUSSELL EMERGING MARKETS FUND
59	Retail Employees Superannuation Trust
60	SCHRODER INTERNATIONAL SELECTION FUND
61	STICHTING CUSTODY ROBECO INSTITUTIONAL
62	STICHTING DEPOSITARY APG EMERGING MARKETS EQUITY POOL
63	Stichting Pensioenfonds Rail & Openbaar Vervoer
64	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS
65	THE COCA-COLA COMPANY MASTER RETIREMENT TRUST
66	TM REDWHEEL GLOBAL EMERGING MARKETS FUND
67	United Vietnam Equity Fund
68	VANECK VIETNAM ETF
69	VIETNAM STOCK INDEX MOTHER FUND
70	VT HALO GLOBAL ASIAN CONSUMER FUND
71	Viet Nam Stock Mother Fund
72	BUALUANG ASEAN EQUITY FUND
73	BUALUANG ASEAN EQUITY RMF



No.: 01/2025/TTr-VCR

Hanoi, 27 June 2025

**PROPOSAL OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD**

**Re: Approving the discharge and election of members of the Supervisory Board**

**Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS**

The Board of Directors (the “**BOD**”) and Supervisory Board of Vincom Retail Joint Stock Company (“**Vincom Retail**” or the “**Company**”) is hereby submitting to the General Meeting of Shareholders (the “**GMS**”) to approve the discharge of members and the election of new members of the Supervisory Board with the following main information:

**1. Approving the discharge of members and the election of new members of the Supervisory Board as follows:**

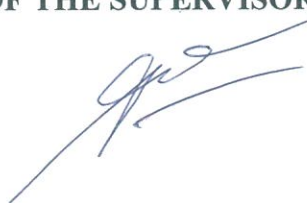
- (i) To approve the discharge of Mr. Tran Xuan Hai and Mr. Hoang Duc Hung as Member of the Supervisory Board according to resignation letter sent to the Company.
- (ii) In order to meet the total number of members of the Supervisory Board as prescribed by law, the BOD and Supervisory Board respectfully submit to the GMS to consider and conduct the supplementary election of members to the Supervisory Board of the Company.
  - Number of new members of the Supervisory Board to be elected: two members.
  - Requirements on criteria and conditions for the candidates to be elected to the Supervisory Board: candidates to be elected to be a member of the Supervisory Board must meet the standards and conditions specified in Article 169 of the Law on Enterprises 2020 and the Charter of the Company.
  - The term of the supplementarily elected members of the Supervisory Board will be in accordance with the remaining term of the Supervisory Board (2023 – 2028).
  - Candidates for the positions of members of the Supervisory Board: Ms. Nguyen Hoang May and Ms. Nguyen Viet Ha Lan.

The information of the candidates for the positions of members of the Supervisory Board, the Draft of the Election Regulations are posted on the Company's website, accessible via <http://ir.vincom.com.vn/en>, under Information Disclosure/Annual General Meeting of Shareholders section.

Respectfully submit to the GMS for consideration and approval of the discharge of members and the election of new members of the Supervisory Board in accordance with regulations.

Thank you./.

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**



**NGUYỄN THÀNH TRUNG**

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**CHAIRPERSON**



**TRẦN MAI HOA**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**CURRICULA VITAE**

**1. MS. NGUYỄN VIỆT HÀ LAN**

- Full name: **NGUYEN VIET HA LAN**
- Gender: **Female**
- Date of birth: **07 February 1994**
- Nationality: **Vietnam**
- Ethnicity: **Kinh**
- Education/Qualification: **Bachelor of Accounting, National Economics University**

• Employment history:

<b>From – To</b>	<b>Title, Company</b>
▪ 2024 – current	Director of Quality Control, Head of Southern Region Inspection and Quality Control Department, Director of Inspection and Quality Control – Vincom Retail Joint Stock Company
▪ 02/2023 – 12/2023	Quality Control Specialist – Vinpearl Joint Stock Company
▪ 10/2022 – 1/2023	Service Excellence Development Manager – Service Excellence Development Division, Vingroup Joint Stock Company
▪ 10/2018 – 9/2022	Quality Control Executive, Executive Assistant to the Director, Officer – Inspection & Quality Control Division; Investment Control Division, Vinpearl Joint Stock Company
▪ 5/2017 – 9/2018	Program Management Executive – Talent Development & Training Division, Vinpearl Joint Stock Company

Number of shares owned:

+ On behalf of other institutions/  
investors: 0 shares, equivalent to 0% of charter capital

+ Held for own account: 0 shares, equivalent to 0% of charter capital

**2. MS. NGUYỄN HOÀNG MÂY**

- Full name: **NGUYEN HOANG MAY**
- Gender: **Female**
- Date of birth: **02 January 1989**



- Nationality: **Vietnam**
- Ethnicity: **Kinh**
- Education/Qualification: **Bachelor of International Economics, Foreign Trade University, Hanoi**

- Employment history:

<b>From – To</b>	<b>Title, Company</b>
▪ 08/2015 – current	Held various positions at Vincom Retail Joint Stock Company: <ul style="list-style-type: none"> <li>- Business Support Officer</li> <li>- Assistant to the Deputy Chief Executive Officer of Sales</li> <li>- Assistant to the Chief Executive Officer – Planning Division</li> <li>- R&amp;D Expert</li> <li>- Head of Business Support Department</li> </ul>
▪ 09/2013 – 07/2015	Executive Assistant to the Chief Executive Officer at Urbanscope Vietnam Design Consultancy Joint Stock Company
▪ 10/2012 – 07/2013	Executive Assistant to the Chief Executive Officer at Thanh Do Construction Group Joint Stock Company
▪ 03/2011 – 07/2012	Logistics Officer at Yusen Air & Sea Private Limited

Number of shares owned:

+ On behalf of other institutions/  
investors:

0 shares, equivalent to 0% of charter capital

+ Held for own account:

0 shares, equivalent to 0% of charter capital



Hanoi, <sup>15</sup> July 2025

**REGULATIONS ON SUPPLEMENTARY ELECTION OF MEMBERS  
OF THE SUPERVISORY BOARD**

*(applied to supplementarily elect members of the Supervisory Board by  
the way of solicitation of shareholders' written opinions)*

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its guiding documents;
- Charter of Vincom Retail Joint Stock Company (the "**Company**").

The General Meeting of Shareholders of the Company ("GMS") shall supplementarily elect members of the Supervisory Board by collecting the shareholders' written opinions in accordance with the following regulations:

**Article 1: Principles and subjects of election:**

1. Principles for election:
  - a) To vote in accordance with law, the Company's Charter and in accordance with these Regulations to ensure the democracy and legitimate interests of all shareholders.
  - b) Voting by accumulating votes by solicitation of shareholders' written opinions.
2. Eligible to vote are shareholders according to the list of shareholders issued by Vietnam Securities Depository and Clearing Corporation (VSDC) as of the latest registration date: 19/06/2025.

**Article 2: Quantity and criteria of members of the Supervisory Board to be elected:**

1. Number of new members of the Supervisory Board to be elected: two members.
2. Criteria and requirements for new members to be elected to the Supervisory Board:

Candidates must meet the criteria and requirement for members of the Supervisory Board in accordance with Article 169 of the Law on Enterprises and the Charter of the Company, specifically:

  - a) Not being in the category of not having the right to establish and manage an enterprise in accordance with the Law on Enterprises;
  - b) Having been trained in one of the majors in economics, finance, accounting, audit, law, business administration or a major that is relevant to the enterprise's business operation;
  - c) Not being a relative of any of the members of the Board of Directors, Director/General Director and other executives;
  - d) Not being a Company Executive (as regulated in the Company Charter);
  - e) Not working for financial, accounting department of the Company;
  - f) Not being a member or employee of the independent auditing company auditing



- financial statements of the Company in the last 03 (three) recent years;
- g) Not necessarily being a shareholder or an employee of the Company.

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**Article 3: Method of election:**

1. The election of the members of the Supervisory Board shall be conducted by the method of cumulative voting whereby each shareholder has the total number of votes corresponding to the total number of shares owned / represented.
2. Shareholders may cumulate wholly or partly their votes to the candidates provided that their votes do not exceed the total number of votes cast.

**For examples:**

*A shareholder owning 100 ordinary shares equivalent to 100 votes;*

*This shareholder may cumulate 100 votes or a number of votes but not exceeding 100 shares for the candidate.*

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**Article 4: Form of conducting the election:**

**1. Election ballot:**

Each shareholder receives a ballot from the Company to vote for the new members of the Supervisory Board ("**Election Ballot**"). Each Election Ballot states the full name of the shareholder, address, contact number (if any), shareholder code, number of votes corresponding to number of shares owned, and candidate's name nominated for election.

**2. Regulations on the Election Ballot:**

**2.1. A valid Election Ballot is:**

- a) Issued by the Company;
- b) With the Company's round seal;
- c) With the signature of the shareholder (in case of individual shareholder)/With the signature of the lawful representative and the affixed seal of the shareholder (in case of institutional shareholder);
- d) Not torn, erased, corrected.

**2.2. An invalid Election Ballot is:**

- a) Not issued by the Company;
- b) Without the Company's round seal;
- c) Torn , brushed, erased, corrected or added the names of candidates who are not on the list of nominees;
- d) Without the signature of the shareholder (in case of individual shareholder)/Without the signature of the lawful representative and the affixed seal of the shareholder (in case of institutional shareholder);
- e) Added other information or symbols;
- f) Having the total number of votes for a candidate in excess of the total number of votes the shareholder is entitled to vote;
- g) Sent to the Company after the deadline stated in the ballot form.

Invalid ballots are not included in the vote counting results.

**2.3. Election method of the Election Ballot:**

- a) There is the “**Total number of eligible votes**” of the shareholder on each Election Ballot.
- b) The shareholders may cumulate wholly or partly their votes by inserting to column “**Number of votes**” so that the number of votes is not more than the total number of eligible votes.
- c) In the case of an individual shareholder, he or she signs and states his or her full name. In the case of an institutional shareholder, the legal representative signs, states his or her full name and affixes company’s seal.
3. Principles of sending the Election Ballot:
- a) Shareholders send the Election Ballots fully filled in by facsimile, email or by post in sealed envelope or by any other forms to the registered address of the Company on time in accordance with the deadline stated on the Election Ballot.
- b) Shareholders who do not send the Election Ballots to the Company shall be considered as forfeiting their rights to vote for the supplementary election of members of the Board of Directors (“**BOD**”).
4. Regulations on the vote counting:
- a) The BOD organizes the Election Ballot counting. The vote counting committee consists of the BOD’s Chairperson (on behalf of the BOD), the Chief Executive Officer, one member of the Supervisory Board and one secretary proceeds the vote counting according to the following regulations:
- To check the validity of the Election Ballots;
  - To check each Election Ballot and the secretary to record the election results of the candidates;
  - To seal all Election Ballots after completing the vote counting.
- b) Minutes of vote counting:
- The secretary is responsible to make the minutes of vote counting;
  - The minutes of vote counting shall include the following contents:
    - + Name, head office address, enterprise code of the Company;
    - + Purpose of solicitation of written opinions and issues on which it is necessary to obtain written opinions in order to pass a resolution;
    - + Number of shareholders with total numbers of votes to have participated in the vote, classifying the votes into valid and invalid, the method to return the written opinions, and including an appendix being a list of the shareholders who participated in the vote;
    - + Total number of votes for, against and abstentions on each matter voted upon;
    - + Resolutions which have been passed and their corresponding voting rates;
    - + Full name and signature of the Chairperson of the BOD, of the person who counted the votes, and of the person who supervised the counting of votes.

**Article 5. The principles of selecting members of the Supervisory Board**

Successful candidates must be voted validly by at least 50% of the total eligible votes of the Company.

**Article 6. Announcement of the results of supplementary election of members of the Supervisory Board**



The result of the supplementary election of members of the Supervisory shall be stipulated in the Resolution of the GMS and disclosed in accordance with the regulations and posted on the Company's website together with the minutes of vote counting.

**Article 7. Validity of the Regulations**

These Regulations consist of 07 (seven) articles and is valid after being approved by the GMS and is the legal basis for the supplementary election of members of the Supervisory Board.

**CHAIRPERSON  
OF THE BOARD OF DIRECTORS**

