

Hanoi, April 16, 2026

ELECTION REGULATIONS
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
TERM 2022 - 2026
(Draft)

TO: THE GENERAL MEETING OF SHAREHOLDERS
VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter of Vietnam National Seed Group Joint Stock Company (the "Company");

Article 1. General Regulations – Election Principles:

1.1. The election of the Board of Directors (BOD) shall be conducted on the principle of directness, secret ballot, ensuring compliance with the law, the Charter and in accordance with this Regulation, fairness, publicity, democracy and the legitimate interests of all shareholders.

1.2. The person nominated for election to the Board of Directors is not necessarily a shareholder or employee of the company and the right to nominate and elect is calculated according to the number of shares owned and the ownership representative. The election results are calculated according to the number of shares present.

1.3. Shareholders and representatives of authorized groups of shareholders, if they are eligible and present to register with the General Meeting until the time of election, have the right to participate in voting.

1.4. Each shareholder or group of shareholders shall be issued an election ballot corresponding to the number of shares owned or the number of authorized shares.

1.5. Each shareholder has the right to question issues related to the election before the General Meeting if there are signs of violation of law and the Charter.

1.6. Subjects of election: Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights (according to the list of Vietnam Securities Depository).

Article 2. Regulations on nomination for election to the Board of Directors

2.1. Nomination of candidates to the Board of Directors:

- Shareholders holding shares with voting rights have the right to combine the number of voting rights of each person together to nominate candidates for election to the Board of Directors.

- Nomination of the Board of Directors: Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% up to less than 60% shall be nominated a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% shall be nominated a maximum of seven (07) candidates; and from 80% to less than 90%, a maximum of eight (08) candidates will be nominated.

2.2. The list, curriculum vitae and relevant information of candidates nominated or nominated for election to the Board of Directors and the Board of Supervisors must be sent to the incumbent Board of Directors before the 2026 Annual General Meeting of Shareholders is held.

2.3. Number of elected members of the Board of Directors: 01 member.

Article 3. Criteria for members of the Board of Directors:

- Having full civil act capacity, not subject to the prohibition of enterprise management under the provisions of the Law on Enterprises.
- Being an individual shareholder owning at least 5% of ordinary shares or other persons with professional qualifications and experience in business management or in the main business lines of the company or other organizations specified in the company's charter.

Article 4. Election methods, ballots and cases of invalid ballots

4.1. Election method: The election of members of the Board of Directors shall be carried out by secret ballot by the method of cumulative voting, specifically:

- Each shareholder has a total number of voting rights corresponding to the total number of voting shares (including the number of shares owned and authorized) multiplied by the number of elected members.
- Shareholders can give all the total voting rights to 01 candidate or only take part of the voting rights to vote, or not vote (abstain from voting).

4.2. Voting and recording of votes:

- The list of candidates nominated for election to the Board of Directors (enclosed with resumes) must be publicly posted at the venue where the General Meeting is held.
- The ballot papers pre-printed by the Organizing Committee, with a list of candidates, arranged in ABC order with the value or number of shares, must be stamped with the company's seal.
- Shareholders or authorized representatives are issued votes to vote for the Board of Directors according to the shareholder code (owned and/or authorized);
- The ballot paper must not add any other content to the ballot and must not erase or scrape any pre-printed content on the ballot.
- Particularly, the numbers recording the total number of votes of each candidate can be corrected (not erased), but the corrected number of votes must be recorded in words next to it even if only 01 digit is corrected and must be signed.
- The shareholder or the shareholder's authorized person must write the number of voting rights for each candidate in the blank box of that candidate on the ballot paper.

4.3. Cases in which the ballot papers are invalid:

- The slip is not according to the form prescribed by the Company, does not have the seal of Vietnam National Seed Group Joint Stock Company;
- The ballot with additional names is not on the list of candidates approved by the General Meeting of Shareholders before voting;
- The total number of voting rights for the candidates exceeds the number of voting rights held by that shareholder (including ownership and/or authorization).

Article 5. Chairman of the delegation:

5.1. The Presidium shall be responsible for submitting the list of candidates nominated for election to the Board of Directors for approval by the General Meeting of Shareholders.

5.2. To inspect, approve and announce election results.

5.3. To settle questions and complaints about election work.

Article 6. Vote counting committee and vote counting method:

6.1. The Vote Counting Committee shall be nominated by the Chairman and approved by the General Meeting of Shareholders; Members of the Vote Counting Committee are not allowed to be named in the list of nominations and candidates for the Board of Directors.

6.2. The Vote Counting Committee shall:

- Introduction of contents, methods of recording votes and distributing ballots;
- Check the ballot box in the presence of shareholders, check the validity on each slip with the names of the candidates printed on it issued by the Organizing Committee;
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their ballots in the ballot box;
- Conduct the vote count: The vote count must be conducted immediately after the vote is over.
- Make a record of vote counting and announce the results of vote counting before the Congress.

6.3. The election results shall be recognized after the Election Minutes have been approved by the Chairman and the Resolution of the General Meeting of Shareholders.

Article 7. Candidates elected to the Board of Directors:

7.1. Candidates elected to the Board of Directors shall be determined according to the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members voted by the General Meeting of Shareholders is reached.

7.2. In case it is necessary to select 01 of 02 candidates with an equal percentage of votes, the candidate who has more shares will be selected. If the number of shares held is equal, the selection will be decided by the Chairman of the Board of Directors in a method that the Board of Directors deems appropriate.

Article 8. The Regulation on the election of members of the Board of Directors for the term 2022 – 2026 takes effect as soon as the 2026 Annual General Meeting of Shareholders approves.

VIETNAM NATIONAL SEED GROUP

ELECTION GUIDELINES

(Election of additional members of the Board of Directors for the term 2022-2026)

I- RECEIPT OF THE ELECTION VOTES

1. Shareholders must sit in the right position according to the code arranged by the Organizing Committee.
2. Each shareholder or representative shall be issued an election ballot corresponding to the number of shares owned (or authorized shares, if any) enclosed with the receipt certificate.

II- HOW TO RECORD ELECTION VOTES

1. The election must be carried out by the method of accumulating votes, whereby each shareholder has a total number of votes (called votes) corresponding to the number of shares owned and authorized by shareholders multiplied by the number of members elected to the Board of Directors and the Board of Supervisors.
2. On each ballot paper, there is a list of candidates arranged in the order of ABC... The shareholder writes the number of votes in the blank box (in the column of the number of votes available in the ballot corresponding to the number of selected candidates).

For each candidate, depending on the credibility of shareholders, they will:

- Put all or only 01 part of the total number of votes trusted.
- None of the total votes in possession are no confidence.

The total number of votes recorded for 01 or more candidates must be lower than or equal to the number of votes according to the method of accumulating votes recorded on the ballots.

3. Valid votes:
 - a. Ballots according to the pre-printed form issued by the Organizing Committee with the Company's red seal.
 - b. The ballot does not write any other content on the ballot and does not erase or scrape any pre-printed content on the ballot.
 - c. Particularly, the numbers recording the total number of votes of each candidate can be corrected (not erased), but the corrected number of votes must be recorded in words next to it even if only 01 digit is corrected and must be signed.

Shareholders can put all of their votes for one or several candidates.

4. Invalid ballot
 - It is not in accordance with the content of points a, b, c of section 3 above.
 - Shareholders vote to elect people who are not on the nomination list.
 - The total number of votes is greater than the number of votes recorded in the ballot.

III- VOTING IN THE BALLOT BOX: Shareholders' votes are put in the ballot box.

ELECTION COMMITTEE