

Hanoi, April 17th, 2026

REGULATION ON

THE ELECTION OF SUPERVISORY BOARD MEMBER AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to Law on Enterprises No. 59/2020/QH14 approved by Vietnam National Assembly dated 17/06/2020;
 - Pursuant to the Charter of PVI Holdings (PVI),
- The 2026 Annual General Meeting of Shareholders (AGMS or the Meeting) of PVI shall carry out the election of the Supervisory Board member in accordance with the following stipulations:

Article 1: Scope of the regulation

This regulation includes provisions on the election of the PVI's Supervisory Board member at AGMS 2026.

Article 2: Eligibility requirements for the Supervisory Board member

As stipulated in Article 36 of PVI Holdings' Charter, Law on Enterprises No. 59/2020/QH14, Decree No. 155/2020/ND-CP and other implementation guiding documents, to be a member of the Supervisory Board, a person must satisfy the following requirements:

- He/she has full civil act capacity and is not subject to any prohibition from enterprise management in accordance with the law;
- He/she is trained in one of the following major: economics, finance, accounting, auditing, law, business administration, or other fields relevant to the company's business activities;
- He/she is not a family member of members of the Board of Directors, the Director or CEO, or other managers of the company;
- He/she is not a manager of the company; is not required to be a shareholder or an employee of the company; does not work in the accounting or finance department of PVI; and has not been a member or employee of an auditing firm approved to audit PVI's financial statements for the preceding three (03) consecutive years.

Article 3: Who are entitled to voting rights

PVI's shareholders and those authorized by PVI's shareholders ("Shareholders"), according to the list provided by Vietnam Securities Depository and Clearing Corporation as of record dated March 18th, 2026, are entitled to voting.

Article 4: Nomination and self-nomination to the Supervisory Board member

According to the provisions of Clauses 2 and 3, Article 36 of PVI PVI Holdings' Charter, the conditions for nomination and candidacy for a member of the Supervisory Board are as follows:

A shareholder or a group of shareholders who holds from 6% to less than 10% of the total ordinary shares shall be entitled to nominate one candidate; who holds from 10% to less than 30% shall be entitled to nominate a maximum of two candidates; who holds from 30% to less than 50% shall be entitled to nominate a maximum of three candidates; who holds from 50% to less than 65% shall be entitled to nominate a maximum of four candidates; and who holds 65% or more shall be entitled to nominate the full number of candidates.

In case the number of candidates for the Supervisory Board through nomination and candidacy is not sufficient as required, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the provisions of the Company's Charter, the internal regulations on corporate governance, and the regulations on the operation of the Board of Supervisors.

The introduction of additional candidates by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 5: Voting Ballot Papers

- 5.1. A list of the candidates to the Supervisory Board shall be presented in accordance with the time PVI received the nomination / self-nomination of candidates with full name on the electing ballot paper.
- 5.2. Electing ballot papers and instructions to write on electing ballot papers:
 - All electing ballot papers are printed using the same format, detailing total voting rights attached to each Shareholder code;
 - Shareholders shall be given to elect ballot papers according to the Shareholder code (with shares owned directly or via authorization);
 - In case of incorrect input, upon their request, shareholder(s) shall be given another electing ballot paper by the Vote Counting Board at the AGMS.
 - On the electing ballot papers, shareholders shall have to fill in their number of shares with voting rights to be voted for each candidate at the respective box.
- 5.3. Types of invalid electing ballot papers:
 - Electing ballot papers which are not in conformance with PVI's form and/or without PVI's seal;
 - Electing ballot papers with signs of editing, erasing, or adding more name(s) out of those of candidates approved by the AGMS prior to the start of the election;

- Electing ballot papers with the total number of votes for the candidates exceeding the number of votes which the shareholder/group of shareholders is entitled to (including number of votes owned and/or authorized).
- Electing ballot paper which is not intact.

Article 6: Electoral method and principles of voting aggregation method

- 6.1. Election of the Supervisory Board shall be implemented under the form of confidential voting and vote aggregation method.
- 6.2. Voting rights shall be calculated according to the number of shares owned directly or via authorization. The voting outcome shall be calculated based on the number of shares with voting rights of shareholders attending the AGMS.
- 6.3. Each shareholder attending the AGMS shall be issued one (01) Electing ballot paper for voting to the Supervisory Board in line with their number of shares owned directly or via authorization.
- 6.4. Each shareholder shall be entitled to total voting right calculated by multiplying the number of shares with voting right (owned directly and/or via authorization) with the number of candidates elected to the Supervisory Board i.e.:

Total voting rights	=	Total of shares owned directly and/or via authorization with voting right	x	Number of elected members of the Supervisory Board
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- 6.5. Shareholder shall be allowed to either (i) aggregate all of his/her total voting right to vote for one candidate or (ii) divide his/her total voting right evenly among all candidates or (iii) vote for candidates with a part of his/her total voting right considering the candidates' credit, given a condition that the shareholder's total voting rights shall not exceed the total voting rights that one is entitled to according to their number shares owned directly and/or via authorization.

(The Appendix of instructions for aggregate voting is attached to this Regulation)

Article 7: Vote Counting Board, principles for Vote casting and Vote counting

- 7.1. Vote Counting Board
 - The Vote Counting Board shall be nominated by the President of AGMS and approved by the AGMS.
 - Responsibilities of the Vote Counting Board:
 - + To introduce meeting content, instructing how to write down on voting ballot paper, electing ballot paper;
 - + To supervise the voting of the shareholders at the Meeting;

- + To consolidate the number of shares with voting rights for each content;
- + To notify the voting results to the President of AGMS and Secretariat and to announce the voting results publicly in front of the AGMS.
- None of the Vote Counting Board members shall be on the list of candidates for the Supervisory Board.

7.2. Principles for vote casting and vote counting:

- The Vote Counting Board shall check the Voting Ballot Box in front of the witness of all attending shareholders;
- The vote casting shall start once the delivery of electing ballot papers to all attending shareholders is completed and finish once the last attending shareholder puts his/her electing ballot paper into the voting ballot box;
- The vote counting shall have to begin right after the vote casting is completed;
- Report on the vote counting result shall be made in writing and announced by the Head of the Vote Counting Board at the Meeting.

Article 8: Principles for successfully electing members of the Supervisory Board

Principles for successful election to the members of the Supervisory Board for the remaining time of 2022 – 2027 term of office:

- Electing members of the Supervisory Board shall be determined by the percentage of number of “voting for” out of the total number of shares (owned directly and/or via authorization) with voting rights which is counted in descending order and being of at least 65% of total number of shares with voting right at the Meeting.
- In case of two or more than two candidates to the last member of the Supervisory Board receiving equal numbers of votes, these candidates will undergo an additional election. If a member of the Supervisory Board is still yet to be elected, the GMS will decide the next election.

Article 9: Draft and disclose the Vote Counting Report

9.1. Following the vote counting, the Vote Counting Board shall be responsible for drafting the “Vote Counting Report” which includes major information such as: Vote Counting Board; a list of candidates; total number of issued electing ballot papers, total number of collected electing ballot papers, total number of valid electing ballot papers, total number of invalid electing ballot papers in relation with number of shares with voting right (owned directly and/or via authorization); result of vote counting and list of elected candidates.

9.2. Vote Counting Report shall have to be announced at the Meeting.

Article 10: Other provision

Any disputes in respect to the voting and vote counting shall be solved by the President of AGMS and recorded in the Minutes of the General Meeting of Shareholders.

Article 11: Validity

This Regulation consists of 11 (eleven) articles and shall be announced at the Meeting. This Regulation shall take effect upon the adoption of the 2026 Annual General Meeting of Shareholders.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

APPENDIX

THE INSTRUCTIONS FOR AGGREGATE VOTING

(Attached to the Regulations on the Election of Supervisory Board Members at the 2026 AGMS of PVI)

Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including the number of shares owned and authorized) multiplied by the number of elected members of the Supervisory Board.

Shareholder shall be allowed to either (i) aggregate all of his/her total voting right to vote for one candidate or (ii) divide his/her total voting right evenly among all candidates or (iii) vote for candidates with a part of his/her total voting right considering the candidates' credit, given a condition that the shareholder's total voting rights shall not exceed the total voting rights that one is entitled to according to their number shares owned directly and/or via authorization.

For example: The list of candidates for the PVI's Supervisory Board includes 02 people. Shareholder Nguyen Van A holds *(including ownership and authorization)* 1,000 shares with voting rights. Then the total number of votes (votes) of shareholder Nguyen Van A is $(1,000 \times 01) = 1,000$ votes. Shareholder Nguyen Van A can vote cumulatively in the following ways:

- Method 1: Divide 1,000 votes equally between 02 candidates (equivalent to each candidate receiving 500 votes: check on the box to accumulate votes evenly for all candidates)
- Method 2: Divide 1,000 votes among candidates according to different voting ratios, but the total number of votes for those candidates does not exceed 1,000 votes.