

NOMINATION, CANDIDACY, AND ELECTION REGULATIONS

FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

SAIGON SHIPPING JOINT STOCK COMPANY – TERM IV (2021–2026)

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Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; the Securities Law No. 54/2019/QH14 dated November 26, 2019; Decree No. 155/2020/ND-CP dated December 31, 2020; the Company's Charter; and the Internal Corporate Governance Regulations, the Vote Counting Committee hereby announces the Nomination, Candidacy, and Election Regulations for additional members of the Board of Directors (BOD) and Supervisory Board (SB) at the 2025 Annual General Meeting of Shareholders (AGM) of Saigon Shipping Joint Stock Company as follows:

I. DEFINITIONS AND ABBREVIATIONS

Company: Saigon Shipping Joint Stock Company

BOD: Board of Directors

SB: Supervisory Board

OC: Organizing Committee

AGM: Annual General Meeting of Shareholders

Delegate: Shareholder or authorized representative

II. CHAIRPERSON OF THE MEETING

The Chairperson of the meeting is responsible for:

- Introducing the list of nominees and candidates for the BOD and SB.
- Supervising the voting and vote counting process.
- Handling any complaints related to the election (if any).

III. NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS

The number of BOD members to be elected shall be sufficient to fill the positions remaining after the AGM approves the dismissal or removal of current members.

Term: 2021–2026.

Maximum number of candidates: Unlimited.

1. Right to Nominate and Stand for Election:

Shareholders or groups of shareholders holding at least 10% of the Company's total ordinary shares are entitled to nominate or stand for election to the BOD.

The number of candidates each shareholder or group may nominate is based on their ownership ratio:

- 10%–<20%: up to 1 member.
- 20%–<30%: up to 2 members.
- 30%–<50%: up to 3 members.
- 50%–<65%: up to 4 members.

If the number of nominated candidates is fewer than the permissible number, the remaining nominations may be made by the BOD, SB, or other shareholders.

2. Eligibility Criteria for BOD Candidates:

- Must have full civil act capacity and not fall under the prohibited categories specified in Article 17.2 of the Enterprise Law 2020.
- Be a shareholder or authorized representative of a shareholder holding at least 10% of ordinary shares, or possess expertise/experience in management or in the Company's main business sector.
- Must not have close family relations with the General Director or other managers (as defined by the law).
- May serve concurrently as a BOD member of up to five (05) other companies.

IV. NOMINATION AND CANDIDACY FOR THE SUPERVISORY BOARD

The number of SB members to be elected shall be sufficient to fill the vacancies after dismissals or removals approved by the AGM.

Term: 2021–2026.

Maximum number of candidates: Unlimited.

1. Right to Nominate and Stand for Election:

Shareholders or groups of shareholders holding at least 10% of total ordinary shares may nominate or stand for election to the SB.

The number of nominees permitted is determined by shareholding percentage:

- 10%–<30%: up to 1 member.
- 30%–<50%: up to 2 members.
- 50%–<65%: up to 3 members.

2. Eligibility Criteria for SB Candidates:

- Must not fall under the prohibited categories in Article 17.2 of the Enterprise Law.
- Must have been trained in economics, finance, accounting, auditing, law, business administration, or relevant fields.
- Must not be a company manager, shareholder, or employee of the Company.
- Must not have family relationships with Company or parent company managers or representatives of state-owned capital.
- Must not have been a member or employee of the auditing firm that audited the Company's financial statements in the previous 3 years.

V. PRINCIPLES OF ELECTION

- Comply with legal and Company Charter provisions.
- Voting rights correspond to the number of shares owned or represented.
- Each shareholder uses one ballot per election round corresponding to their shares.
- Vote Counting Committee members cannot be candidates for election.

VI. ELECTION METHOD

Candidates are listed alphabetically by full name. The cumulative voting method shall be applied per Article 148.3 of the Enterprise Law 2020.

Each shareholder's total voting rights equal the total number of voting shares (owned and authorized) multiplied by the number of seats to be filled.

Shareholders may allocate all votes to one or several candidates. Voting is done either by marking (X) to distribute votes equally or by writing specific numbers of votes per candidate.

Ballots must follow the Company's official format, bear the Company's seal, and be free from erasures or unauthorized content.

Invalid ballots include those with extra notes, missing signatures, or exceeding vote limits.

VII. ELECTION RESULTS

Candidates are elected in descending order of total votes until the required number of members is reached. In case of a tie, a re-vote will be conducted among candidates with equal votes.

VIII. APPLICATION DOSSIER

Application documents for nomination or candidacy to the BOD/SB include:

- Nomination/Candidacy Form (as per template).
- Curriculum Vitae (as per template).
- Certified copies of ID card/passport, permanent residence, academic and professional certificates.

Nomination dossiers must be submitted to Saigon Shipping Joint Stock Company no later than 4:00 PM on June 17, 2025, at the following address:

Secretary of the Board of Directors – Saigon Shipping Joint Stock Company
9 Nguyen Cong Tru Street, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City
Tel: (84.28) 3829 6316 Fax: (84.28) 3822 5067

This regulation takes effect immediately upon approval by the Annual General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders
- Members of the BOD, Executive Board, and Supervisory Board
- Information Disclosure Officer
- Archives: Office

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRPERSON