

Hanoi, June....., 2026

ELECTION REGULATIONS

Members of the Board of Directors and Supervisory Board for the term 2026-2031 at Annual General Meeting of Shareholders 2026 of Vietnam Machinery Installation Corporation - JSC

Pursuant to the Enterprise Law 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 Charter of Organization and Operation of Vietnam Machinery Installation Corporation - JSC.

The 2026 Annual General Meeting of Shareholders (AGM) of Vietnam Machinery Installation Corporation - JSC (hereinafter referred to as the General Meeting) voted to approve the Regulations on the election of members of the Board of Directors and members of the Supervisory Board of Vietnam Machinery Installation Corporation - JSC for the 2026-2031 term, as follows:

CHAPTER I

NOMINATION AND SELF-NOMINATION OF MEMBERS FOR THE BOARD OF DIRECTORS, SUPERVISORY BOARD

I. NOMINATION AND SELF-NOMINATION OF BOARD OF DIRECTORS MEMBERS

Article 1. Number of Board of Directors members for the term 2026-2031

Number of the Board of Directors members to be elected for the 2026-2031 term: 5 members.

Article 2: Term of office of Board of Directors members

Term of office of the elected members of the Board of Directors: 5 years (2026-2031)

Article 3. Standards and conditions for members of the Board of Directors

Board members must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Possessing professional qualifications and experience in corporate governance or in the business lines and sectors of Vietnam Machinery Installation Corporation - JSC (hereinafter referred to as the "Corporation") and not necessarily being shareholders of the Corporation;

- c) A member of the Board of Directors of the Corporation may also be a member of the Board of Directors of another company;
- d) Not being a family member of the General Director or other managers of the Corporation; or of the managers or persons having authority to appoint managers of the Corporation.
- e) Satisfying other conditions as prescribed by law.

Article 4. Nomination and self-nomination of Board of Directors members

1. Shareholders or groups of shareholders holding 10% or more of the total number of voting common shares have the right to self-nominate, nominate candidates for the Board of Directors as follows:

- Holding from 10% to under 20%: entitled to nominate one (01) candidate;
- Holding from 20% to under 30%: entitled to nominate a maximum of two (02) candidates;
- Holding from 30% to under 40%: entitled to nominate a maximum of three (03) candidates;
- Holding from 40% to under 50%: entitled to nominate a maximum of four (04) candidates;
- Holding from 50% to under 60%: entitled to nominate a maximum of six (06) candidates;
- Holding from 60% to under 70%: entitled to nominate a maximum of seven (07) candidates;
- Holding from 70% to under 80%: entitled to nominate a maximum of eight (08) candidates;
- Holding from 80% to under 90%: entitled to nominate a maximum of nine (09) candidates;
- Holding more than 90%: entitled to nominate a maximum of eleven (11) candidates.

2. The procedures for nomination and self-nomination shall be carried out in accordance with the Corporation's Charter and applicable laws.

Article 5. Dossier for nomination and self-nomination of Board of Directors members

Shareholders who meet the qualifications and conditions have the right to nominate and self-nominate for the Board of Directors members:

1. Documents for nomination and self-nomination of members of the Board of Directors:

- Nomination and self-nomination form for candidates to the Board of Directors (according to prescribed sample);
- The candidate's self-written curriculum vitae (using the provided sample);
- Copies of citizen identification card/identification card, permanent residence certificate/long-term temporary residence registration, passport, and diplomas, certificates certifying educational and professional qualifications.

- Other documents relating to the standards and conditions for members of the Board of Directors as stipulated in the Corporation's Charter and applicable regulations.

- Minutes of the meeting of the group of shareholders nominating candidates for the Board of Directors (if any)

2. Applications for nomination and self-nomination should be submitted to the Organizing Committee of the General Meeting of Shareholders no later than 5.00 p.m on June 25, 2026 at the following address:

- Human Resources Department - Vietnam Machinery Installation Corporation - JSC.
- Address: 124 Minh Khai Street, Tuong Mai Ward, Hanoi City.
- Phone number: 024. 3863 7747/ 024. 38632059 (extension 105) , Fax: 0243. 6247871
- Email: binnhim0503@gmail.com

The dossier must be clearly marked: “Application for Self-Nomination/Nomination for membership of the Board of Directors for the 2026-2031 term”.

3. Only nomination and self-nomination dossiers that meet the nomination and self-nomination requirements, and candidates who meet the eligibility criteria for membership of the Board of Directors shall be included in the list of candidates announced at the General Meeting.

II. NOMINATION AND SELF-NOMINATION OF MEMBERS FOR THE SUPERVISORY BOARD

Article 6: Number of members of the Supervisory Board for the term 2026-2031

Number of Supervisory Board members to be elected for the 2026-2031 term: 3 members

Article 7: Term of the Supervisory Board

Term of the elected members of the Supervisory Board: 5 years (2026-2031)

Article 8. Standards and conditions for members of the Supervisory Board

Members of the Supervisory Board must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Possessing a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field relevant to LILAMA's business operations;
- c) Not being family member of a member of the Board of Directors, the General Director, or other managers;
- d) Not being a family member of the representative of LILAMA's contributed capital or the representative of the State capital portion in LILAMA.
- e) Not being a company manager, not necessarily a shareholder or employee of LILAMA;
- f) Not working in the accounting or finance department of LILAMA;
- g) Not having been a member or employee of an auditing firm approved to audit LILAMA's financial statements for the preceding three consecutive years;

h) Having good health, good moral character, honesty, and a good record of compliance with the law;

i) Satisfying other standards and conditions as prescribed by applicable laws.

Article 9. Self-nomination and nomination of candidates for Supervisory Board members

The process for nomination and self-nomination of members of the Supervisory Board is similar to that outlined in Article 4 of these Regulations.

Article 10. Dossier for nomination and self-nomination of Supervisory Board members

Shareholders who meet the qualifications and conditions have the right to nominate and self-nominate for the Supervisory Board members:

1. Documents for nomination and self-nomination of members of the Supervisory Board:
 - Nomination and self-nomination form for Supervisory Board members (according to prescribed sample);
 - Candidate's self-written curriculum vitae (using the provided sample);
 - Copies of citizen identification card/identification card, permanent residence certificate/long-term temporary residence registration, passport, and diplomas, certificates, and other qualifications certifying educational and professional levels.
 - Other documents relating to the standards and conditions for members of the Supervisory Board as stipulated in the Corporation's Charter and applicable laws.
 - Minutes of the meeting of the group of shareholders nominating candidates for the Supervisory Board (if any).

2. Applications for nomination and self-nomination should be submitted to the Organizing Committee of the General Meeting of Shareholders no later than 5.00 p.m on June 25, 2026 at the following address:

- Human Resources Department - Vietnam Machinery Installation Corporation - JSC.
- Address: 124 Minh Khai Street, Tuong Mai Ward, Hanoi City.
- Phone number: 024. 3863 7747/ 024. 38632059 (extension 105) , Fax: 0243. 6247871
- Email: binnhim0503@gmail.com

The dossier must be clearly marked: “Application for Self-Nomination/Nomination for membership of the Supervisory Board for the 2026-2031 term”.

3. Only nomination and self-nomination dossiers that meet the nomination and self-nomination requirements, and candidates who meet the eligibility criteria for membership of the Supervisory Board shall be included in the list of candidates announced at the General Meeting.

Article 11. Selection and public announcement of candidates

1. In cases where candidates for the Board of Directors and Supervisory Board have been identified, the Corporation shall publish information related to these candidates at least 10 days before the opening of the General Meeting on the Corporation's website so that

shareholders can review the information before voting. Candidates for the Board of Directors and Supervisory Board must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Corporation if elected.

2. Based on the nominations and applications from shareholders/groups of shareholders, the Presidium of the General Meeting shall compile a list of candidates who meet the standards and conditions as stipulated above and submit it to the General Meeting for election as members of the Board of Directors and members of the Supervisory Board.

CHAPTER II

ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS

Article 12. Eligible voters

Shareholders holding voting shares and authorized representatives of shareholders attending the meeting have the right to elect members of the Board of Directors and members of the Supervisory Board.

Article 13. Ballot paper and ballot recording

1. Ballot paper and ballot filling

- The ballot papers are printed uniformly, indicating the total number of votes (owned and authorized), and listing the candidates for the Board of Directors and Supervisory Board arranged alphabetically by name, with the full names of the candidates.

- Shareholders or their authorized representatives will receive ballots for the election of members for the Board of Directors and Supervisory Board upon registering to attend the General Meeting;

- In case of an error in recording, shareholders may request the Vote Counting Committee to exchange the ballot or make corrections accordingly;

- Shareholders and authorized representatives must personally write the number of votes for each candidate in the blank space corresponding to that candidate on the ballot.

2. Cases of invalid ballots

- Ballots not issued in the prescribed form by the Organizing Committee or not bearing the Corporation's seal.

- The ballot should include additional information.

- A ballot where the total number of votes allocated to a shareholder's candidates exceeds the total number of votes held by that shareholder (including both owned and authorized votes).

- Ballots containing erasures or corrections made without the shareholder's initials next to them.

- The ballot was not signed and the shareholder's full name was not written on it.

- The total number of candidates elected exceeds the number of members to be elected to the Board of Directors and Supervisory Board.

Article 14. Election methods and elected candidates

The election of members of the Board of Directors and the Supervisory Board is conducted through direct voting at the General Meeting, using the cumulative voting method, as follows:

- Each shareholder or representative has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors and Supervisory Board.
- Shareholders and their representatives have the right to allocate all or part of their total votes to a candidate on the list approved by the General Meeting, but not exceeding the total number of votes held by that shareholder or representative.
- Candidates elected to the Board of Directors and Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is filled. If two or more candidates receive the same number of votes for the last member of the Board of Directors or Supervisory Board, a re-election will be held among those candidates to select the candidate with the higher number of votes.

Article 15. Vote Counting Committee

1. The Vote Counting Committee is nominated by the Presidium (members must not be on the list of nominees or candidates for the Board of Directors and the Supervisory Board) and approved by the General Meeting.

2. The Vote Counting Committee is responsible for:

- Instructions on election procedures are based on the Election Regulations adopted by the AGM.
- Determine the exact voting results at the AGM.
- Prepare vote counting records and be accountable to the Presidium and the AGM for the performance of its duties.
- The election results will be announced before the AGM.
- Review and report to the AGM any cases of violations of voting and election regulations or complaints regarding the vote count results.

Article 16. Preparation and publication of the vote counting minutes.

- After counting the votes, the vote counting committee must prepare a vote counting minutes.
- The full text of the vote count minutes must be published before the AGM.

Article 17. Complaints and complaint resolution, validity of regulations

1. Complaints regarding elections and vote counting will be resolved by the Presidium of the General Meeting and recorded in the Minutes of the General Meeting.

2. These regulations, comprising 6 pages and 17 articles, takes effect immediately upon its adoption by the General Meeting and serves as the basis for the General Meeting's

election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term of Vietnam Machinery Installation Corporation - JSC.

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

Bui Duc Kien