

Ha Noi, date month year 2026

**ELECTION REGULATIONS
BOARD OF DIRECTORS/SUPERVISORY BOARD
TERM 2026-2031**

- Based on Enterprise Law; Securities Law;
- Based on the Charter of Organization and Operation of Vietnam Forestry Corporation - Joint Stock Company;
- Based on the Internal Regulations on Corporate Governance of Vietnam Forestry Corporation - Joint Stock Company,

The General Meeting of Shareholders of Vietnam Forestry Corporation - Joint Stock Company shall proceed with the election of the Board of Directors/Supervisory Board for the term 2026-2031 according to the following regulations:

Article 1: Principles and subjects of election.

- Equal and open election.
- Election in accordance with the law and the Charter, ensuring democracy and the legitimate rights of all shareholders. - Voting rights: Shareholders owning voting shares or authorized persons or organizations (hereinafter referred to as authorized persons) attending the meeting with voting rights (according to the shareholder list as of March 27, 2026) present at the General Meeting of Shareholders at the time of voting, registered and signed in the shareholder list attending the meeting.

Article 2: Standards and conditions for participation as a member of the Board of Directors

1. Standards and conditions for becoming a member of the Board of Directors:

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

- Not falling under the provisions of Clause 2, Article 17 of the Enterprise Law.
- Having good health, good moral character, honesty, integrity, knowledge and awareness of complying with the law.
- Possess professional qualifications and experience in business management or in the business field, industry, or profession of the Corporation, and may not be a shareholder (or authorized representative of a shareholder that is an organization) of the Corporation.

- Members of the Corporation's Board of Directors may only simultaneously be members of the Board of Directors or Board of Members in a maximum of 05 other companies.

- Comply with the provisions of Point d, Clause 1, Article 155 of the Enterprise Law.

- Independent members of the Board of Directors must ensure they meet the standards and conditions of the law.

- Other standards and conditions as prescribed by law.

2. Conditions for candidacy and nomination of Board of Directors members

Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors.

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate.

- Shareholders or groups of shareholders owning from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates.

- Shareholders or groups of shareholders owning from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates.

- Shareholders or groups of shareholders owning from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates.

- Shareholders or groups of shareholders owning from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates.

- Shareholders or groups of shareholders owning from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates.

- Shareholders or groups of shareholders owning 70% or more may nominate a maximum of seven (07) candidates.

3. Number of Board of Directors members for the 2026-2031 term: 05 (five) members.

Article 3: Standards and conditions for participation as a member of the Supervisory Board

1. Standards and conditions for being a member of the Supervisory Board:

A Supervisor must meet the following standards and conditions:

- Not be subject to the provisions of Clause 2, Article 17 of the Enterprise Law.

- Not be a family member of a member of the Board of Directors, General Director, other managers, and subject to the provisions of Clause 2, Article 169 of the Enterprise Law; Not a person working in the accounting or finance department of the Corporation and not a member or employee of an auditing organization approved to audit the Corporation's financial statements for the three consecutive years prior to the appointment.

- Not a manager of the Corporation; not necessarily a shareholder or employee of the Corporation.

- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the Corporation's operations.

- Other standards and conditions as prescribed by relevant laws.

2. Conditions for candidacy and nomination of Supervisory Board members

Shareholders holding voting shares have the right to combine their individual votes to nominate candidates for the Supervisory Board.

- Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares may nominate one (01) candidate.
- Shareholders or groups of shareholders holding from 30% to less than 50% may nominate a maximum of two (02) candidates.
- Shareholders or groups of shareholders holding 50% or more may nominate a maximum of three (03) candidates.

3. Number of members of the Supervisory Board for the term 2026-2031: 03 (three) members

Article 4: Documents for participation in the nomination and election of members of the Board of Directors/Supervisory Board

According to the form prescribed by the Corporation.

For nominations and candidacies at the General Meeting, the nominating or nominating shareholder or group of shareholders must immediately provide the nomination or candidacy documents to the Chairperson for consideration. If necessary, the Chairperson will organize a vote to approve or disapprove the person to be included in the list of candidates for the Board of Directors/Supervisory Board.

Article 5: Method

- Voting for members of the Board of Directors/Supervisory Board shall be conducted by secret ballot using cumulative voting;
- Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized shares) multiplied by the number of members to be elected to the Board of Directors/Supervisory Board;
- Shareholders may allocate all their total votes to one or more individuals, but not exceeding the number of members to be elected to the Board of Directors/Supervisory Board approved by the General Meeting of Shareholders.

Article 6: Ballots and Ballot Recording

- The list of candidates for the Board of Directors/Supervisory Board shall be fully shown on the ballot papers “Ballot for Board of Directors Member” and “Ballot for Supervisory Board Member”.
- The ballot papers shall be uniformly printed with the shareholder code, the number of shares owned, the total number of votes, and shall bear the seal of the Corporation.
- When shareholders arrive to register for the General Meeting, they register with the Organizing Committee and receive their ballot at the registration desk. Shareholders are responsible for checking and verifying their ballots with the Organizing Committee. If there are any discrepancies, shareholders should request the Organizing Committee to exchange their ballots.

- Invalid ballots:
 - + Ballots not issued by the General Meeting Organizing Committee and lacking the company's seal.
 - + Ballots where the total number of voting rights cast for a candidate (calculated by the voter) exceeds the total number of voting rights indicated on the ballot.
 - + Ballots with names added outside the printed list or crossed out (in case of errors, a new ballot must be issued).
 - + Ballots that do not vote for anyone.
 - + Ballots submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.
- Instructions for filling out the ballot:
 - + When agreeing to vote for a candidate, shareholders write the number of votes they wish to cast in the "Number of votes" column next to the candidate's name.
 - + If not voting for any candidate, shareholders fill in "0" or leave it blank.

In case a shareholder makes a mistake during the ballot filling process, provided the ballot has not yet been cast, to ensure the shareholder's rights, that shareholder has the right to directly meet with the Head of the Ballot Counting Committee to exchange for another ballot.

Article 7: Principles of Voting and Counting

- Voting Principles: The Ballot Counting Committee will inspect the ballot box in the presence of the shareholders present at the General Meeting. Voting begins when the distribution of ballots is completed and ends when the last shareholder casts their ballot in the ballot box. The ballot box will be sealed by the Ballot Counting Committee in the presence of the shareholders.
- The Vote Counting Committee shall verify the validity of the ballots, examine each ballot individually, and record the results in writing.
- The Vote Counting Minutes must be signed by all members of the Vote Counting Committee.

Article 8: Principles for Electing Members of the Board of Directors/Supervisory Board

The elected members of the Board of Directors/Supervisory Board shall be determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in these Regulations is reached. In case at least two candidates have an equal number of votes, a re-election shall be held in accordance with the provisions of these Regulations.

Article 9: Preparation and Publication of Vote Counting Minutes

- After counting the votes, the Vote Counting Committee must prepare Vote Counting Minutes.
- The full text of the Vote Counting Minutes must be announced by the Head of the Vote Counting Committee to the General Meeting.

Article 10: Complaints regarding the election and vote counting

- In the event that, after the election results have been announced, shareholders file complaints or require a review of the election results, the Supervisory Board will directly re-examine the results. If intentional errors or fraud in the vote counting are discovered, the Vote Counting Board shall bear all costs incurred in organizing a re-election.

- Complaints regarding the election and vote counting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 11: Effectiveness of the Regulations

These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders of Vietnam Forestry Corporation - Joint Stock Company.

These Regulations consist of 11 articles and shall be read publicly before the General Meeting of Shareholders for voting./.

**On behalf of the Board of Directors
CHAIRMAN**

Phi Manh Cuong