

Hai Duong, June 4, 2025

No. : 2762/QyD-PPC

**REGULATIONS ON VOTING PROCEDURES
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PHA LAI THERMAL POWER JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Pha Lai Thermal Power Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Pha Lai Thermal Power Joint Stock Company;

The principles and procedures for voting at the 2025 Annual General Meeting of Shareholders of Pha Lai Thermal Power Joint Stock Company are stipulated with the following specific contents:

I. Eligible Voters:

Shareholders owning voting shares and/or authorized representatives of shareholders owning voting shares (according to the shareholder list as of the final registration date of March 28, 2025), hereinafter referred to as "Delegates."

II. Voting Principles:

- In accordance with the Charter, the law, and accurately.
- Shareholders or their authorized representatives shall vote by casting ballots according to the guidance of the Election and Ballot Counting Committee.
- Each shareholder shall have a number of voting shares equal to the number of shares they own and the number of shares they represent under authorization.
- A ballot is valid only if it complies with the regulations.
- Shareholders shall vote by **Ballot** for the main agenda items of the General Meeting (except for issues voted on by Voting Card). The voting method is specified in Section III below. The voting results are calculated as the percentage of the total number of shares of valid ballots to the total number of shares of all attending shareholders and shareholder representatives.
- In the case of voting to approve the Presidium, the Secretariat, the Election and Ballot Counting Committee, the General Meeting Agenda, the General Meeting Working Regulations, the Regulations on Nomination, Candidacy, and Election of Additional Members of the Board of Directors, the Minutes and Resolutions of the General Meeting, and some issues arising directly at the General Meeting that need consensus, voting will be done using **Voting Cards**. Shareholders shall vote by raising their Voting Cards according to the Chairperson's direction to express their opinion: Approve, Disapprove, or No Opinion. The results will be based on the majority



opinion and will be announced by the Chairperson immediately after voting on each item.

III. Voting Procedures:

1. General Regulations

- Voting on agenda items at the General Meeting of Shareholders shall be conducted publicly and directly under the direction of the Presidium and shall only use the **Ballots** issued by the Organizing Committee of the General Meeting.

- Shareholders or their authorized representatives (hereinafter referred to as "shareholders") attending the General Meeting of Shareholders who have the right to vote will be issued ballots. Ballots shall be placed in the ballot box and counted by the Election and Ballot Counting Committee, which shall prepare the minutes immediately after the voting ends.

- Information printed on the ballot:

+ Shareholder code, full name of the shareholder, or the shareholder's authorized representative.

+ Number of shares owned or represented: This is the total number of voting shares represented by the shareholder.

+ Voting content.

+ Official seal of Pha Lai Thermal Power Joint Stock Company.

- Classification of ballots:

+ Valid ballot: A pre-printed ballot issued by the Organizing Committee of the General Meeting, bearing the official seal of Pha Lai Thermal Power Joint Stock Company; the ballot is not detached, erased, corrected, and has a voting mark made according to the regulations on the Ballot; it must bear the signature of the shareholder or the shareholder's authorized representative.

+ Invalid ballot: A ballot not issued by Pha Lai Thermal Power Joint Stock Company; with additional content, information, or symbols added without the Chairperson's request; a ballot that is crossed out, corrected, torn, incomplete, or does not clearly express the shareholder's opinion; a ballot that does not mark any opinion or marks two (2) or more opinions for one (1) item requiring a vote shall render the voting on that item invalid.

2. Voting Method

- If in favor of the voting issue, the shareholder marks "X" in the "Approve" box.

- If not in favor of the voting issue, the shareholder marks "X" in the "Disapprove" box.

- If having no opinion on the voting issue, the shareholder marks "X" in the "No Opinion" box.

- For each issue put to a vote, each shareholder shall only use the Ballot on which the items to be voted on at the General Meeting are clearly stated.

- Choose one of the three voting options: Approve, Disapprove, or No Opinion.

3. Compilation of Results

The Head of the Election and Ballot Counting Committee is responsible for announcing the voting results to the General Meeting for each voting issue.

- The voting results must be recorded in the minutes of the General Meeting of Shareholders

- In case of questions or concerns about the voting results, the Presidium of the General Meeting will consider and decide immediately at the General Meeting.

IV. Approval of Voting Results:

1. Resolutions on the following content shall be approved if supported by shareholders representing 65% or more of the total voting shares of all attending shareholders, unless otherwise stipulated in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law:

a) Amendments and supplements to the Company's Charter.

b) Types of shares and the number of shares offered for sale;

c) Reorganization or dissolution of the Company;

d) Investment projects or sale of Company assets or branches with a value of 35% or more of the total asset value of the Company according to the most recently audited financial statements of the Company;

e) Changes in business lines, professions, and sectors;

f) Changes in the Company's management organizational structure

2. Other decisions and resolutions shall be approved when supported by shareholders owning more than 51% of the total voting shares of all attending shareholders, except as stipulated in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Enterprise Law.

3. The voting for members of the Board of Directors and the Supervisory Board must be carried out using the cumulative voting method and shall be governed by the Regulations on Election of Members of the Board of Directors/Supervisory Board.

V. Proposals

In case of questions or proposals regarding the voting results, the Presidium of the General Meeting will consider and decide immediately at the General Meeting./.

ON BEHALF OF THE ORGANIZING COMMITTEE OF THE GENERAL MEETING

To:

- Shareholders;
- Organising committee;
- File: Office, Administration and Labor Department.



Chairman

Mai Quốc Long

