SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY (SASCO)	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

DRAFT

Ho Chi Minh City, 2026.

REGULATIONS ON NOMINATION, SELF-NOMINATION, AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and relevant amendments, supplements, and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 dated 26 November 2019, and relevant amendments, supplements, and guiding documents;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;*
- *The Charter of Southern Airports Services Joint Stock Company ("Company/SASCO");*
- *The Internal Corporate Governance Regulations of Southern Airports Services Joint Stock Company.*

The Election and Vote-Counting Committee of the General Meeting hereby announces the Regulations on Nomination, Self-Nomination, and Election of Members of the Board of Directors of SASCO at the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company as follows:

I. Explanation of terms/ abbreviations

-	Company	:	Southern Airports Services Joint Stock Company
-	BOD	:	Board of Directors
-	SB	:	Supervisory Board
-	OC	:	Organizing Committee of the General Meeting
-	GMS	:	General Meeting of Shareholders
-	Delegate	:	Shareholder, representative (authorized person)

II. Chairperson at the General Meeting

The Chairperson at the meeting is responsible for presiding over the election, with specific duties as follows:

- Introduce the list of nominees for the Board of Directors;
- Resolve election complaints (if any).

III. Number, Term and Criteria for Members of the Board of Directors:

- Number of Board of Directors members : 01 person

- Term of office: The remaining period of the 2024 – 2029 term.

1. Right to Nominate and Self-Nominate Candidates for the Board of Directors:

- Shareholders or groups of shareholders owning at least 10% of the total common shares shall have the right to nominate candidates for the Board of Directors. The nomination of candidates for the Board of Directors shall be carried out as follows:

+ Common shareholders may form a group to nominate candidates for the Board of Directors and must notify the other shareholders attending the General Meeting of Shareholders of such grouping before the opening of the General Meeting of Shareholders;

+ Based on the number of members of the Board of Directors, the shareholders or groups of shareholders specified in this Clause shall have the right to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors. In case the number of candidates nominated by a shareholder or group of shareholders is fewer than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

2. Eligibility Criteria for Candidates for the Board of Directors *(According to the Law on Enterprises, Decree No. 155/2020/ND-CP and the Company's Charter):*

- Must have full legal capacity and not fall under the category of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;
- Must possess professional qualifications and experience in business administration or in the company's business sector and are not required to be shareholders of the company;
- A member of the Board of Directors may concurrently serve as a member of the Board of Directors of no more than five (05) other companies.

IV. Election Principles

- Comply with the provisions of applicable laws and the Company's Charter.
- The number of votes held by each shareholder shall be determined based on the number of voting shares owned by the shareholder or represented by the shareholder under authorization. The election results shall be determined based on the total number of votes received by each candidate.
- Each shareholder Delegate may use only one ballot corresponding to the number of shares owned or represented.
- The Election and Vote-Counting Committee shall be nominated by the Chairing Committee and approved by the General Meeting. Members of the Election and Vote-Counting Committee must not be included in the list of nominees or candidates for the Board of Directors.

V. Election Method

1. The cumulative voting method shall be applied *(in accordance with Clause 3, Article 148 of the Law on Enterprises 2020):*

   The total number of votes held by each shareholder = The total number of voting shares owned by the shareholder or represented under authorization x The number of members of the Board of Directors to be elected.

2. Delegates attending the Meeting shall have the right to allocate all of their voting rights to one or more candidates.

VI. Ballots and Cases of Invalid Ballots

1. <u>Ballot and Voting Instructions</u>:

a. The ballot shall be printed on **pink paper** and bear the (hanging) seal of SASCO.

b. Ballot content:

- Section 1: Information of the shareholder participating in the election (Full name of the shareholder, Number of shares owned, Total number of votes entitled to cast);
- Section 2: List of candidates for members of the Board of Directors.

2. <u>A ballot is valid if it falls into any of the following cases:</u>

- The total number of votes allocated to the candidates must be stated in absolute numbers and must be less than or equal to the total number of votes the shareholder is entitled to cast;
- The ballot is left blank.

3. <u>Cases of Invalid Ballots</u>

- Ballots not in accordance with the form prescribed by the Company or without the Company's seal;
- Ballots that have been erased, altered, contain incorrectly written candidate names, or include names not on the list of candidates approved by the General Meeting of Shareholders prior to the voting;
- Ballots containing additional information or added symbols;
- Ballots that are not intact;
- Ballots in which the total number of voting rights allocated by the shareholder to candidates exceeds the total number of votes entitled to be cast as stated on the ballot;
- Ballots not filled out using absolute numbers.

VII. Election Procedures and Determination of Election Results

1. Voting and Vote Counting

1.1 The Election and Vote-Counting Committee shall inspect the ballot box in the presence of representatives of the shareholders;

1.2 Voting shall commence once the distribution of election ballots is completed and shall conclude after the last shareholder has cast their ballot into the ballot box;

1.3 Vote counting must be conducted immediately after voting ends;

1.4 The vote counting results shall be recorded in writing and publicly announced by the Head of the Election and Vote-Counting Committee at the General Meeting.

2. Principles for Determining Elected Candidates

- Elected candidates shall be determined based on the number of votes received in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.
- In the event that two (02) or more candidates receive an equal number of votes for the final seat, a re-election shall be conducted among the candidates receiving the same number of votes.
- If the first round of voting does not result in the full number of required members being elected, subsequent rounds of voting shall be conducted until the required number of

members is fulfilled.

VIII. Preparation and Announcement of the Vote Counting Minutes

1. After the vote counting is completed, the Election and Vote-Counting Committee shall prepare the Vote Counting Minutes.
2. The Vote Counting Minutes shall include:

2.1 Total number of voting rights;

2.2 Total number of shareholders participating in the voting;

2.3 The proportion of voting rights of shareholders participating in the voting compared to the total voting rights of shareholders attending the Meeting (based on the cumulative voting method);

2.4 Number and proportion of valid and invalid ballots;

2.5 Number and proportion of voting rights for each candidate for the Board of Directors;

2.6 Announcement of the name of the elected member of the Board of Directors.

3. The full text of the Vote Counting Minutes must be publicly announced at the General Meeting.

IX. Effectiveness

These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

These Regulations shall cease to be effective upon the conclusion of the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

The foregoing constitutes the full Regulations on the nomination, self-nomination, and election of members to be elected to the Board of Directors of SASCO at the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF

THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:
- *Shareholders;*
- *Archive: Board of Directors.*

NGUYEN HANH