

Dong Nai, day 31 month 3 , 2026

WORKING REGULATIONS
Annual General Meeting of Shareholders 2026
IDICO Srok Phu Mieng Hydropower Joint Stock Company

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and the guiding documents;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents;

Pursuant to the currently Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("Charter");

Pursuant to the Internal Regulations on Corporate Governance was approved by General Meeting of Shareholders dated April 24, 2024.

To ensure the successful organization of the Annual General Meeting of Shareholders 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company, the Board of Directors establishes the following regulations and working principles for the Meeting:

Article 1. Subjects and Scope

- ***Scope of Application:*** These regulations are applied for the organization of the Annual General Meeting of Shareholders 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company to be held on April 22, 2026.

- ***Subjects of Application:*** All shareholders, representatives (*authorized persons*) holding shares of IDICO Srok Phu Mieng Hydropower Joint Stock Company according to the record date on March 25, 2026, and invited guests attending the Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company must comply with the provisions of these regulations, the Company Charter, and applicable laws.

Article 2. Definitions and Abbreviations

- Company : IDICO Srok Phu Mieng Hydropower Joint Stock Company.
- BOD : Board of Directors.
- SB : Supervisory Board.
- OC : Organizing Committee.
- GMS : General Meeting of Shareholders.
- AGM : Annual General Meeting of Shareholders 2026.
- Attendees : Shareholders, representatives (*authorized persons*).

Article 3. Conditions for Holding the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when shareholders

attending the meeting represent more than 65% of the total voting shares.

- In the case that the required number of attendees are not met within thirty (30) minutes from the scheduled opening time of the Meeting, the convener shall adjourn the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the intended date of the first meeting. The second convened General Meeting of Shareholders shall only proceed if shareholders attending the meeting represent at least 51% of the total voting shares.

- If the second Meeting cannot be held due to the absence of the required attendees within thirty (30) minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within twenty (20) days from the intended date of second Meeting. In this case, the Meeting shall be conducted regardless of the total number of voting shares of the shareholders present, and shall have the authority to decide on all matters intended to be approved at the first Meeting.

Article 4. Attendees of the Annual General Meeting of Shareholders 2026

1. All shareholders or authorized persons by one or more shareholders in writing listed in the company's list of shareholders as of the record date for exercising the right to attend the Annual General Meeting of Shareholders 2026 (*March 25, 2026*).

2. Rights of Shareholders Attending the Meeting:

- To attend the Meeting directly or authorize for another person to attend the Meeting in writing according to the prescribed form.

- To discuss and vote on all matters within the authority of the Meeting in accordance with the Law on Enterprises, other relevant legal documents, and the Company Charter.

- To be informed by the Organizing Committee of the content, Meeting agenda, and related documents.

- Each shareholders or authorized persons attending the Meeting will receive a Voting Card and Voting Ballot after registration with the Shareholder Eligibility Verification Committee.

- Shareholders or authorized persons arriving late while the Meeting has not concluded have the right to register and participate in voting on matters that has not voted on yet, and the Chairperson shall not be obliged to pause the Meeting, and the validity of previously conducted votes shall not be affected.

3. Obligations of Shareholders Attending the Meeting:

- Shareholders or authorized persons attending the Meeting must bring their Citizen Identification Card/Passport, Meeting Invitation, and Letter of Authorization (*for authorized persons*) and register with the Shareholder Eligibility Verification Committee.

- Dress appropriately.

- Speak and vote in accordance with the guidance of the Chairing Board.

- Strictly comply with these Regulations and respect the outcomes of the Meeting.

Article 5. Guests at the Meeting

- Include the company's management positions, guests, and members of the Organizing Committee who are not company's shareholders but are invited to attend the Meeting.

- Guests shall not participate in speaking at the Meeting (*unless invited by the Chairperson of the Meeting, or have registered in advance with the Organizing Committee and received approval from the Chairperson*).

Article 6. Chairperson and Chairing Board of the Meeting

1. The Chairing Board consists of three (03) persons, including one Chairperson and two (02) members.

2. The Chairperson of the Board of Directors act as the Chairperson of the Meeting or may authorize another member of the Board of Directors to act as the Chairperson of the Meeting, nominate members of the Chairing Board, and obtain approval from the Meeting through voting.

In the case that the Chairperson of the Board of Directors is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one among them to act as the Chairperson of the Meeting by majority vote.

In other cases, the signatory convening the General Meeting of Shareholders shall preside over the election of the Chairperson of the meeting, and the individual receiving the highest number of votes shall be appointed as the Chairperson of the Meeting.

3. The Chairperson shall have the authority to implement necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

4. Duties of the Chairing Board:

- Conduct the General Meeting in accordance with the agenda, and regulations approved by the General Meeting;

- Assign and introduce representatives of the Board of Directors, Supervisory Board, and Executive Board to present reports at the General Meeting;

- Introduce the composition of the Vote Counting Committee for voting by the General Meeting;

- Guide the General Meeting in discussions and voting on issues within the agenda and related matters throughout the Meeting;

- + Respond to and record issues within the agenda approved by the General Meeting;

- + Deal with issues arising during the General Meeting;

- + Approve and issue documents, results, minutes, and resolutions of the General Meeting upon its conclusion;

- + The Chairperson shall act in accordance with the principle of democratic centralism and make decisions based on the majority.

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting shall consist of one (01) Head and four (04) members, responsible to the Chairing Board and the General Meeting of Shareholders for their duties. The Shareholder Eligibility Verification Committee is decided by the Board of Directors.

2. Duties:

004
CÔNG
PHẦN TH
ĐK PHU
IDICO
HĐ ĐƠN

- Verify the eligibility of shareholders or authorized persons attending the meeting: Require shareholders, authorized persons, and guests to present their Citizen Identification/ Passport, Meeting Invitation, Letter of Authorization (for authorized persons).
- Distribute Voting Cards and Voting Ballots, and meeting materials to shareholders or authorized persons attending the meeting.
- Report to the General Meeting about the results of the verification of shareholder eligibility at the following times:
 - + Before the opening of the General Meeting.
 - + Before each voting session of the General Meeting if there is a change in the number of registered shareholders attending the General Meeting (*late-arriving shareholders can still to attend the meeting*).

Article 8. Secretariat of the General Meeting:

1. The Secretariat of the General Meeting shall consist of two (02) individuals responsible to the Chairing Board and the General Meeting of Shareholders for their duties and under the direction of the Chairing Board. The Secretariat is appointed by the Chairperson.

2. Duties:

- Receive and review the registration forms for speaking from shareholders, and forward them to the Chairing Board for decision;
- Record the Meeting Minutes of the General Meeting of Shareholders fully and accurately, covering the entire proceedings and issues approved or noted by the shareholders at the General Meeting.
- Assist the Chairperson in announcing the draft of Meeting Minutes and resolutions on issues approved at the General Meeting.
- Perform other tasks as assigned by the Chairing Board.
- Shall be jointly responsible for the honesty and accuracy of the contents of the Meeting Minutes and Resolutions of the General Meeting.

Article 9. Vote Counting Committee (Voting)

1. The Vote Counting Committee is introduced by the Chairperson and elected by the General Meeting, comprising one (01) Head and two (02) members.

2. Duties:

- Guide the voting procedures and conduct the vote counting.
- Prepare and announce the Vote Counting Record for voting for the General Meeting of Shareholders.
- Be responsible to the Chairing Board and the General Meeting of Shareholders when performing their duties.

Article 10. Discussion at the General Meeting

1. Principles:

- Discussions shall only be conducted within the stipulated time and within the scope of issues presented in the agenda of the General Meeting of Shareholders.
- Attendees wishing to raise comments shall register their questions in the Question Form and submit them to the Secretariat of the General Meeting

- The Secretariat of the General Meeting will arrange the Question Cards of shareholders in the order of registration and forward them to the Chairing Board.
- Attendees wishing to speak or debate shall raise their hand, and may only speak upon agreement by the Chairperson. Each attendee shall speak for no more than three minutes, with content being concise and avoiding repetition.
- Proposed content must not violate the law, relate to personal issues, or exceed the authority of the enterprise.
- The Chairperson of the General Meeting has the right to remind or request shareholders to focus on the key content to save time and ensure the quality of discussions. The Chairperson has the right to interrupt the presentation of opinions by shareholders if deemed necessary.

2. Response to Attendees' Opinions:

- Based on the Question Cards of attendees, the Chairperson or a member designated by the Chairperson shall respond to the attendees' opinions;
- In cases where time constraints prevent direct responses at the General Meeting, unanswered questions will be addressed by the company later via email or directly in writing.

Article 11. Voting at the General Meeting

1. Principles:

All matters in the agenda and content of the General Meeting must be discussed and publicly voted on by the General Meeting of Shareholders.

Voting Card (*pink*), Voting Ballot (*white*) are printed, sealed, and directly delivered to attendees at the General Meeting (*along with the General Meeting of Shareholders' participation documents*). Each attendee is received a Voting Card and a Voting Ballot. The Voting Card and Voting Ballot clearly state the full name, number of shares owned, and authorized voting rights of that attendee.

2. Voting at the General Meeting:

2.1. Voting Methods:

2.1.1. Voting by raising the Voting Card:

- This method is applied to approve the following matters:
 - + General Meeting Agenda;
 - + Working Regulations at the General Meeting;
 - + Personnel of the Chairing Board, Secretariat, Vote Counting Committee;
 - + Meeting Minutes and Resolution of the General Meeting.

2.1.2. Voting by filling out the Voting Ballot:

- This method is applied to approve the content of Reports and Proposals at the General Meeting, specifically:
 - + Report on Business Operations and Investment Results in 2025 and Plans for 2026;
 - + Report on the Activities of the Board of Directors in 2025 and Plans for 2026;
 - + Report on the Activities of the Supervisory Board in 2025 and plan for 2026;
 - + Proposal for Approval of the Audited Financial Statements for 2025;
 - + Proposal for Selection of the Auditing Company for the Financial Statements for 2026;

- + Proposal for Approval of the Business Operations and Investment Plans for 2026;
- + Proposal for Approval of the Profit Distribution Plans in 2025 and Plans for 2026;
- + Proposal for Approval of the Total Remuneration and Bonuses for the Board of Directors and Supervisory Board in 2025 and Plans for 2026;
- + Proposal for Adjustment and Supplementation of Business Lines and Amendments and Supplements to the Company Charter;
- + Proposal for Amendments and Supplements to the Internal Regulations on Corporate Governance;
- + Proposal for Amendments and Supplements to the Regulations of the Board of Directors;
- + Proposal for Amendments and Supplements to the Regulations of the Supervisory Board.

2.2. Voting methods:

- Attendees shall vote to “Agree,” “Disagree,” or “No opinion” on a matter presented for voting at the General Meeting by raising the Voting Card or marking the options on the Voting Ballot.
- Voting by raising the Voting Card: Shareholders or authorized persons have voting rights shall express “Agree,” “Disagree,” or “No opinion” by raising their Voting Card accordance with the direction of the Chairing Board.
- Voting by filling out the Voting Ballot: For each item, attendees select one (1) out of the three (3) options “Agree,” “Disagree,” or “No opinion” pre-printed on the Voting Ballot by marking “X” in the chosen box. After completing all items requiring a vote at the General Meeting, attendees shall submit the Voting Ballot to the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. The Voting Ballot must have the signature and clearly state the full name of the attendee.

2.3. Validity and invalidity of the Voting Ballot:

- A valid Voting Ballot is:
 - + A Voting Ballot in the pre-printed form issued by the Organizing Committee, having the company's red seal, without erasures, alterations, tears, or damage, ... no additional content beyond the regulations, and must have the signature and clearly state the full name of the attendees.
 - + Voting content (*Report, Proposal*) is marked by the attendees selecting one (01) out of three (03) voting boxes.
- An invalid Voting Ballot is:
 - + Adding additional content to the Voting Ballot;
 - + A Voting Ballot that not in the pre-printed format issued by the Organizing Committee, a ballot without the company's red seal or one that has been erased, altered, or contains additional content beyond the regulations, a ballot without a signature, or one that does not clearly state the attendees full name.
 - + Voting content (*Report, Proposal*): The attendee does not mark or marks more than one (01) out of three (03) voting boxes.

2.4. Voting Regulations:

- Each (01) share corresponds to one Voting Right. Each attendee represents one or more Voting Rights.

- As of the Record Date (March 25, 2026), the total number of shares with Voting Rights of the Company is: 45,000,000 shares corresponding to 45,000,000 Voting Rights.

- Matters that requiring a vote at the General Meeting shall only be approved when shareholders owning over 65% of the total votes of all shareholders attending and voting at the meeting agree. In some specific cases, as stipulated in Clause 3, Article 21 of the Company Charter, approval requires agreement from 75% or more of the total votes of all shareholders attending and voting at the meeting; for matters stipulated in Clause 6, Article 21 of the Company Charter (*voting content adversely affecting the rights and obligations of preferred shareholders*), such content shall be approved if shareholders holding 75% or more of the total preferred shares of that type vote in favor at the General Meeting of Shareholders.

3. Recording of Voting Results

The Vote Counting Committee shall verify, consolidate, and report to the Chairing Board about the vote counting results for each matter according to the Meeting Agenda. The vote counting results shall be announced by the Vote Counting Committee immediately before the closing of the meeting.

Article 12. Meeting Minutes and Resolutions of the General Meeting of Shareholders

- All matters at the General Meeting of Shareholders must be recorded by the Secretariat in the Meeting Minutes of the General Meeting of Shareholders.

- The Meeting Minutes and Resolutions of the General Meeting of Shareholders must be reviewed and approved before the closing of the General Meeting.

Article 13. Implementation of the Regulations

These Regulations shall be publicly read before the Annual General Meeting of Shareholders 2026 and shall take effect immediately upon approval by the General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company.

Shareholders, authorized persons, and guests who violate these Regulations shall be subject to review and appropriate action by the Chairing Board in accordance with the Company Charter and Law on Enterprises.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Nguyễn Văn Thịnh