

DRAFT

Hanoi, July 28, 2026

REGULATION

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE CONTROL BOARD

CRV REAL ESTATE GROUP JOINT STOCK COMPANY

TERM 2026 - 2031

Base:

- Securities Law No. 54/2019/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Charter of CRV Real Estate Group Joint Stock Company;

I. Objectives:

- Ensuring the principles of openness, fairness and democracy;
- Creating favorable conditions for the organization and successful conduct of the 2026 Annual General Meeting of Shareholders of CRV Real Estate Group Joint Stock Company;
- Election of members of the Board of Directors (TV. Board of Directors), members of the Supervisory Board (TV. Term 2026 - 2031 of the Company).

II. Regulations on election of members of the Board of Directors and the Control Board

The Annual General Meeting of Shareholders for the fiscal year 2026 of CRV Real Estate Group Joint Stock Company (the "General Meeting") shall elect members of the Board of Directors and members of the Supervisory Board for the term 2026 - 2031 according to the following provisions:

Article 1. Voting rights

Shareholders owning shares have voting rights and authorized representatives of shareholders owning shares have voting rights according to the List of shareholders closed on 29/06/2026.

Article 2. Principles for electing members of the Board of Directors

1. The election of members of the Board of Directors shall be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of voting shares owned multiplied by the total number of elected members of the Board of Directors.

Example: Shareholder Nguyen Van A has 10,000 voting shares. The total number of votes of Shareholder Nguyen Van A is 10,000 x [number of members to vote].

2. **The** Shareholder/Representative of the Shareholder shall conduct the election by directly recording his/her voting number for the candidates of his/her choice. The number of voting rights for each candidate may vary depending on the trust of shareholders/shareholder representatives

for each candidate. The total number of voting rights of shareholders voting for candidates must not exceed the total number of voting rights of such shareholders/shareholders' representatives;

- Election ballots will be placed in a sealed ballot box before voting and inspected in the presence of shareholders;
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box;
- The counting of votes must be conducted immediately after the voting is over;

The vote counting results shall be made in writing and announced by the Head of the Vote Counting Committee to the General Meeting of Shareholders.

3. The Organizing Committee of the General Meeting of Shareholders shall rely on the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of members of the Board of Directors to be elected and must ensure that the minimum number of independent members of the Board of Directors is met in accordance with the provisions of law and the Charter. In which, independent candidates will be selected first (calculated according to the number of votes from high to low for independent candidates). After reaching the minimum number of independent members as prescribed (minimum 1 person), the selection of the remaining members of the Board of Directors will be calculated according to the number of votes from high to low (including the remaining non-independent and independent candidates of the Board of Directors).

4. Candidates elected as members of the Board of Directors must have at least one (01) vote.

5. In case there are two (02) or more candidates who receive the same number of votes for the position of the last member of the Board of Directors:

(i) If such candidates are also Shareholders, the candidate who holds more shares will be preferred.

(ii) If the candidates are not Shareholders, the candidate who has more terms as a member of the Board of Directors will be prioritized to be selected. In case of having the same number of terms, the person with the longer number of years of holding the position of member of the Board of Directors will be selected.

(iii) In case it is not possible to select a candidate according to the criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election of candidates with an equal number of votes to select the candidate with the highest number of votes.

Article 3. Principles for election of members of the Supervisory Board

1. The election of members of the Control Board shall be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of voting shares owned by the total number of elected members of the Control Board.

Example: Shareholder Nguyen Van B has 20,000 voting shares. The total number of votes of Shareholder Nguyen Van B is 20,000 x [number of members to vote].

2. The Shareholder/Representative of the Shareholder shall conduct the election by directly recording his/her voting number for the candidates of his/her choice. The number of voting rights

for each candidate may vary depending on the trust of shareholders/shareholder representatives for each candidate. The total number of voting rights of shareholders voting for candidates must not exceed the total number of voting rights of such shareholders/shareholders' representatives;

- Election ballots will be placed in a sealed ballot box before voting and inspected in the presence of shareholders;
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box;
- The counting of votes must be conducted immediately after the voting is over;

The vote counting results shall be made in writing and announced by the Head of the Vote Counting Committee to the General Meeting of Shareholders.

3. The Organizing Committee of the General Meeting of Shareholders shall rely on the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of members of the Supervisory Board to be elected in accordance with the provisions of law and the Charter.

4. Candidates elected as members of the Control Board must have at least one (01) vote.

5. In case there are two (02) or more candidates who receive the same number of votes for the position of the last member of the Control Board:

(i) If such candidates are also Shareholders, the candidate who holds more shares will be preferred.

(ii) If the candidates are not Shareholders, the candidates with more terms as members of the Supervisory Board will be prioritized to be selected. In case of having the same number of terms, the person with the longer number of years of holding the position of member of the Supervisory Board will be selected.

(iii) In case it is not possible to select a candidate according to the criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election of candidates with an equal number of votes to select the candidate with the highest number of votes.

Article 4. Time of election

Shareholders/Representatives of Shareholders may conduct direct elections at the General Meeting (starting from the opening of the meeting until the end of the voting session and election as announced by the Chairman).

Article 5. Check and announce election results

1. The Vote Counting Board shall sum up the election results and make a record of vote counting. The election vote counting record is signed by members of the Vote Counting Committee to certify the accuracy, transparency and correctness of the principles and order of vote counting.

The election vote counting record must clearly state the following contents:

- Name and total number of votes for each candidate.

– List of members of the Board of Directors and Supervisory Board who have been elected for the new term (2026 -2031).

2. The Head of the Vote Counting Committee shall announce the election results on behalf of the Chairman before the General Meeting of Shareholders.

Article 6. Enforcement effect

This Regulation on the election of Members of the Board of Directors, Members of the Supervisory Board of CRV Real Estate Group Joint Stock Company for the term 2026 - 2031 consists of 6 Articles, which are publicly posted on the Company's website and are only effective at this General Meeting of Shareholders.

Recipients:

- As submitted;
- BOD, BOM, SB;
- Archived.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

DO HUU HA