

**REGULATIONS ON ORGANIZATION**  
**AT THE 30<sup>th</sup> ANNUAL GENERAL MEETING OF SHAREHOLDERS – 2024**  
**PHU NHUAN JEWELRY JOINT STOCK COMPANY**

In order to organize the 30<sup>th</sup> Annual General Meeting of Shareholders ("GMS") of Phu Nuan Jewelry Joint Stock Company successfully, sensibly, and legitimately under proper formalities, we respectfully request attending Shareholders conscientiously adhere to the rights and obligations as outlined below:

1. All shareholders recorded on the shareholder list of Phu Nuan Jewelry Joint Stock Company as of March 18, 2024, are entitled to participate in the 30th Annual GMS - 2024.
2. Shareholders or their authorized representatives who have completed the registration process to attend the 30th Annual GMS - 2024 are entitled to express opinions, cast votes, and participate in elections during the Meeting.
3. To facilitate shareholders unable to attend the Meeting in person, PNJ offered an online streaming link. Shareholders can access the meeting remotely by scanning the QR code included in the Invitation Letter that has been sent to shareholders and completing the online registration process. While shareholders attending online can observe the progress of the GMS, it is important to note that shareholders are not considered confirmed attendees and therefore do not possess the rights to express opinions, vote, elect, or exercise other shareholder rights during the GMS. Should shareholders prefer to exercise shareholder rights despite their inability to attend the GMS in person, shareholders may authorize a representative to attend on shareholders behalf and oversee the proceedings of the Meeting.
4. The GMS is presided over by the Presiding committee. Shareholders attending the GMS are required to adhere to the instructions provided by the Presiding committee to ensure the smooth, expeditious, and lawful conduct of the Meeting.
5. Upon registering to attend the Meeting, PNJ provides each shareholder or authorized representative with a Voting Ballot and a Voting Card containing the attendance code, shareholder's name, and his/her number of votes.

*5.1 Voting card (as per the attached form):*

- For the following objectives: Approval of the Presiding committee and the Vote Counting Committee personnel; Regulations on Organization of the Meeting; agenda of the Meeting; matters related to the election of the Board of Directors ("BOD") members (Regulations for participation in nomination and candidacy; List of nominations and candidates; Election regulations, etc.); Meeting Minutes, Resolutions of the Meeting and others arising issues during the Meeting.
- Shareholders cast their vote by raising their Voting Card under the supervision of the Presiding Committee or representative of the Meeting Organizing Committee (prior to approving the Presiding Committee personnel) to vote: Approve, Disapprove, or Abstain.

*5.2 Voting Ballot (as per the attached form):*

- Shareholders cast their votes using the Voting Ballot on the main agenda of the Meeting (excluding objectives that have been voted on by the Voting Card as mentioned above) by marking a cross (X or ✓) in the Approve, Disapprove, or Abstain box on each objective listed in the Voting Ballot.

- A Voting Ballot will be considered invalid if the Voting Ballot meets any of the following criteria: It was not issued by the Company; It contains additional content, information, symbols, etc., not requested by the Chairperson; It has been crossed out, altered, torn, or is otherwise not in its original condition. If the Voting Ballot does not clearly express the shareholder's opinions, fails to mark any opinions, or has multiple opinions marked for a single objective requiring a vote then the voting part for that specific content is deemed invalid.
  - Votes on different objectives within a single Voting Ballot are treated independently; thus, invalid votes for one objective do not affect the validity of votes for other objectives.
  - If a shareholder votes incorrectly or if the Voting Ballot is damaged, the shareholder may contact the Organizing Committee to request a reissued Voting Ballot. It is required that the shareholder returns the old, invalid Voting Ballot upon receiving the new one.
  - If a shareholder, who has registered to attend the Meeting, is unable to remain until the conclusion of the Meeting due to personal reasons, the shareholder must be required to return the Voting Ballot, indicating their voting preferences on the issues discussed before leaving, to the Organizing Committee. Failure to return the Voting Ballot to the Organizing Committee will result in the Vote Counting Committee considering the shareholder as not having participated in the vote.
  - The voting period commences at the time the Chairperson or the Head of the Vote Counting Committee declares the start of voting and concludes once no more shareholders or shareholder representatives who have yet to deposit their Voting Ballot into the voting box.
6. The Vote Counting Committee is responsible for making a Minute detailing the number of votes for Approve, Disapprove, Abstain, Invalid, and Non-Voting in the GMS for each voting objective, which will be reported to the Presiding Committee. Subsequently, the Chairperson will announce the results of the vote count for each objective after the conclusion of the voting process.
  7. The election of BOD members is carried out in accordance with the provisions of the Regulations on the election of BOD members.
  8. Shareholders, who arrive after the Meeting has started, are entitled to register immediately, and subsequently participate and vote on the remaining objectives at the Meeting. The Chairperson is not obliged to halt the Meeting to accommodate the registration of latecomers, and the validity of votes cast prior to their attendance remains unaffected.
  9. The Decisions of GMS are approved based on the voting ratio as specified in Article 34 of PNJ's Organization and Operation Charter.
  10. The content of the GMS is fully recorded by the Secretaries in the Minutes of the GMS and approved at the GMS prior to its conclusion.
  11. These Regulations on Organization will be presented to and voted on by the shareholders. Adoption of these regulations requires an affirmative vote from more than 50% of the total votes of all shareholders attending the GMS. Once approved regulations will be binding and enforceable for all shareholders.

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRPERSON**  
*(Signed and sealed)*  
**CAO THI NGOC DUNG**

**Appendix 1: Voting Card Sample**

*(Attached Working and Voting Regulations at the 30<sup>th</sup> Annual General Meeting of Shareholders – 2024)*

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**THE 2024 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

April 16<sup>th</sup>, 2024

*<Barcode>*

**VOTING CARD**

**NUMBER OF VOTING  
SHARES:** .....

**SHAREHOLDER CODE:** .....

**NAME OF SHAREHOLDER:** .....

**Appendix 2: Voting Form Sample**

*(Attached Working and Voting Regulations at the 30<sup>th</sup> Annual General Meeting of Shareholders – 2024)*

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**VOTING BALLOT**

Name of Shareholder: .....

Number of shares owned: .....

Having thoroughly examined the reports and proposals presented at the 2024 Annual General Meeting of Shareholders of Phu Nhuan Jewelry Joint Stock Company, I hereby cast my votes on each item as outlined below:

No.	Voting content <i>(Tick "x" or "✓" into the corresponding box)</i>	Approve	Disapprove	Abstain
1	Content 1: .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Content 2: .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Content 3: .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Content 4: .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Content 5: .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Shareholder/ Authorized representative*

*Signature and full name*