

Ho Chi Minh City, March 31st, 2026

**REGULATION ON NOMINATION AND SELF-NOMINATION
FOR MEMBERS OF THE BOARD OF DIRECTORS
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020 ("Law on Enterprises") and its amending and supplementing documents (if any);*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019 and its amending and supplementing documents (if any);*
- *Decree No. 155/2020/ND-CP of the Government dated December 31st, 2020 providing guidance on corporate governance applicable to public companies ("Decree 155");*
- *Decree No. 245/2025/ND-CP of the Government on amending and supplementing a number of articles of Decree No. 155 ("Decree 245");*
- *The Charter on organization and operation of Phu Nhuan Jewelry Joint Stock Company dated February 11th, 2026 ("Company's Charter");*
- *Resolution of the Board of Directors No. 91/2026/NQ-HDQT-CTY dated February 25th, 2026 on the last registration date to exercise the rights of shareholders to attend the 2026 Annual General Meeting of Shareholders;*
- *Resolution of the Board of Directors No. 152/2026/NQ-HDQT-CTY dated March 25th, 2026 on convening the 2026 Annual General Meeting of Shareholders;*
- *Resolution of the Board of Directors No. 162/2026/NQ-HDQT-CTY dated March 31st, 2026.*

The Regulation on nomination and self-nomination for members of the Board of Directors ("BOD") at the 2026 Annual General Meeting of Shareholders ("GMS") of Phu Nhuan Jewelry Joint Stock Company ("Company" / "PNJ") (***hereinafter referred to as the Nomination and self-nomination regulation***) includes the following provisions:

Article 1. Scope of application

This Nomination and self-nomination regulation includes provisions on the nomination and self-nomination for members of the BOD at the 2026 Annual General Meeting of Shareholders of the Company.

Terms and abbreviations not defined or explained otherwise shall be interpreted in accordance with the Company's Charter.

Article 2. Principles of nomination and self-nomination for BOD members

The nomination and self-nomination for BOD members of the Company shall be carried out according to the following principles:

- 2.1. Ensuring compliance with the provisions of the applicable laws, the Company's Charter, and the internal regulations on corporate governance of the Company;
- 2.2. Ensuring the principles of transparency, democracy, and protection of the legitimate rights and interests of all Shareholders;
- 2.3. Ensuring the selection of candidates who have the capacity, experience, and meet the prescribed standards to join the BOD of the Company.

Article 3. Number of BOD members to be elected and term of office:

The number of additional BOD members to be elected is: 02 (two) BOD members, including 01 (one) Independent Member of the BOD, to ensure the number and structure of BOD members as prescribed in Clause 2, Article 36 of the Company's Charter.

The term of office for the additional BOD members to be elected is **5 years (2026 – 2031)**

Article 4. Conditions for nomination and self-nomination for BOD members

- 4.1. Shareholders holding voting shares have the right to aggregate their voting rights to nominate BOD candidates. Shareholders or groups of shareholders holding from 5% to less than 10% of the voting shares are entitled to nominate one candidate; from 10% to less than 20% are entitled to nominate a maximum of two candidates; from 20% to less than 40% are entitled to nominate a maximum of three candidates; from 40% to less than 50% are entitled to nominate a maximum of four candidates; from 50% to less than 60% are entitled to nominate a maximum of five candidates; from 60% to less than 70% are entitled to nominate a maximum of six candidates; from 70% to less than 80% are entitled to nominate a maximum of seven candidates; from 80% to less than 90% are entitled to nominate a maximum of eight candidates.
- 4.2. If the number of BOD candidates nominated and self-nominated under Clause 5, Article 115 of the Law on Enterprises and Clause 4.1 of this Article does not meet the required number, the incumbent BOD shall nominate additional candidates in accordance with the Company's Charter, the Internal regulations on corporate governance, and the Regulations on the operation of the BOD. The additional nominations by the incumbent BOD must be clearly disclosed before the GMS votes on the election of BOD members in compliance with the applicable laws.

If the number of candidates nominated by the incumbent BOD is still insufficient, the BOD shall organize for other Shareholders to further nominate in accordance with the Company's Charter, the Internal regulations on corporate governance, and the Regulations on the operation of the BOD. Such additional nominations by the incumbent BOD must be carried out in accordance with the applicable laws and clearly publicly disclosed before the GMS votes on the election of BOD members in compliance with the applicable laws.

Article 5. Eligibility criteria for nomination and self-nomination of BOD members

- 5.1. For BOD members: meet the provisions of Clause 1, Article 155 of the Law on Enterprises, Clause 3, Article 275 of Decree 155 (*as amended by Decree 245*), and the requirements specified in Clause 1, Article 38 of the Company's Charter, specifically:
- Having full civil act capacity, and not being subject to the cases of not being allowed to manage enterprises as prescribed in the Law on Enterprises;
 - Having professional qualifications and experience in business management or in the industries in which the Company operates, and not necessarily being a Shareholder of the Company, unless the Company's Charter provides otherwise;
 - Related persons must not concurrently hold or be authorized to hold the position of Chief Accountant of the Company;
 - Not concurrently serving as a BOD member, Chief Executive Officer, or business executive for other enterprises operating in the jewelry, watch, and eyewear manufacturing and trading industry, except for enterprises in which the Company owns a portion of the capital contribution;
 - Not owning more than 10% of the charter capital of other enterprises operating in the jewelry, watch, and eyewear manufacturing and trading industry, unless approved by the GMS;
 - Related persons do not jointly own or separately own capital contributions or shares of more than 35% of the charter capital of another enterprise operating in the jewelry, watch, and eyewear manufacturing and trading industry, unless approved by the GMS;
 - Not concurrently serving as a member of the BOD or a member of the Board of Members in more than five (05) other companies.
- 5.2. For Independent Member of the BOD: meet the provisions of Clause 2, Article 155 of the Law on Enterprises, Clause 3, Article 275 of Decree 155 (*as amended by Decree 245*), and the requirements specified in point h, Clause 1, Article 38 of the Company's Charter, specifically:
- Not currently working for the Company, its parent company, or its subsidiaries; and has not worked for the Company, its parent company, or its subsidiaries for at least the past three (03) consecutive years;
 - Not receiving salary or remuneration from the Company, except for allowances granted to BOD members in accordance with regulations;
 - Not having a spouse, biological or adoptive father, biological or adoptive mother, biological or adopted child, or biological sibling who is a major Shareholder of the Company; and not being a business manager of the Company or its subsidiaries;
 - Not directly or indirectly owning at least 1% of the total voting shares of the Company;
 - Not having served as a member of the BOD or Supervisory Board of the Company for at least the past five (05) consecutive years, unless continuously appointed for two (02) consecutive terms; and
 - Meeting the standards and conditions required for BOD members as stipulated in the Company's Charter, Corporate Governance Regulations, BOD Regulations, Internal Management Regulations of the Company, and the relevant applicable

laws.

- The nominated individual must confirm the acceptance of the nomination and agree to participate as a candidate. The individual's submission of a signed curriculum vitae is considered confirmation of acceptance of the nomination.

Article 6. Nomination and self-nomination dossier for BOD members

6.1. The nomination and self-nomination dossier for BOD members includes:

- Nomination or self-nomination application form (as per the prescribed template);
- Curriculum vitae declared by the candidate (as per the prescribed template);
- Document certifying ownership of PNJ shares (for example: a copy of the Securities Trading Account Statement issued by the securities company where the Shareholder deposits PNJ shares or the Certificate of share ownership issued by the Company) of the nominating/self-nominating Shareholder;
- Copies of Identity card/ Citizen identity card/Passport and related documents of the candidate.

Note: In the event that the candidate is elected as a BOD member at the 2026 Annual General Meeting of Shareholders, the elected candidate is kindly requested to prepare and submit to the Company the Information disclosure form of the new insider according to the form prescribed in Appendix III issued together with the Circular No. 96/2020/TT-BTC of the Ministry of Finance dated November 16th, 2020, **immediately after the end of the meeting** so that the Company can perform reporting in accordance with the applicable laws. To clarify, in case the candidate fails to submit or delays submitting the aforementioned documents leading to the Company and/or the candidate violating the reporting/information disclosure obligations, the candidate shall bear all arising responsibilities in accordance with the applicable laws.

6.2. Submission of nomination and self-nomination dossiers

Please send nomination and self-nomination dossiers to the Organizing Committee of the Annual General Meeting of Shareholders no later than 12:00 on April 10th, 2026, at the following address:

- Phu Nhuan Jewelry Joint Stock Company
- Address: 170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City, Vietnam
- Phone: (028) 3995 1703 - Fax: (028) 3995 1702

6.3. Notification on personal data collection and processing

By submitting the nomination or self-nomination dossier for BOD members, the candidate and/or the nominating/self-nominating shareholder confirm having been notified by the Company regarding the collection, processing, and storage of relevant personal data to serve the organization of the GMS, the election of BOD members, and the execution of reporting and information disclosure obligations in accordance with the applicable laws.

The Company commits that the collection, processing, and confidentiality of personal data are conducted in accordance with the applicable laws on personal data protection and the relevant applicable laws.

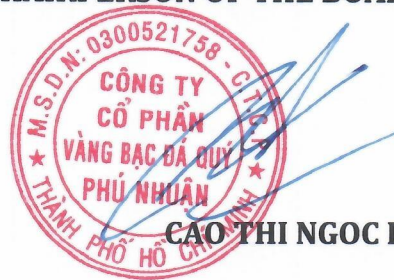
Article 7. Selection of candidates

Based on the nomination and self-nomination applications submitted by shareholders, the BOD shall select the BOD candidates who meet the eligibility criteria prescribed in this Regulation on nomination and self-nomination.

Article 8. Effectiveness

This Regulation comprises 08 articles and shall take effect from the date of approval by the BOD. The Company shall update and disclose additional information in accordance with the law in the event of any material changes compared to the contents disclosed prior to the time of holding the Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD OF DIRECTORS



CAO THI NGOC DUNG

....., date ... month ... year 2026

**NOMINATION FORM
CANDIDATES TO THE BOARD OF DIRECTORS
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

To: THE BOARD OF DIRECTORS OF PHU NHUAN JEWELRY JOINT STOCK COMPANY

We/I, as a shareholder(s) of Phu Nhuan Jewelry Joint Stock Company (“Company/PNJ”), representing ownership of shares (as per the attached list).

Pursuant to the Regulation on nomination and self-nomination for members of the Board of Directors dated March 31st, 2026 of the Board of Directors of the Company regarding the nomination and self-nomination for members of the Board of Directors for the 2026 - 2031 term and the current applicable laws, we/I agree to nominate:

Mr./Ms.:

Date of birth:

ID Card/ Citizen Identification Card/ Passport No.:

Date of issue: Place of issue:

Permanent address:

Educational level: Major:

To participate as a candidate for the Board of Directors for the 2026 - 2031 term at the 2026 Annual General Meeting of Shareholders of the Company ⁱ.

(Attached hereto are the Curriculum vitae and related documents of the nominated candidate).

We/I commit that Mr./Ms. fully meets the eligibility criteria and requirements to become a member of the Board of Directors of the Company.

We/I commit to meeting the eligibility requirements for nominating a member of the Board of Directors and shall take full responsibility for the accuracy, truthfulness, and legality of this nomination.

Sincerely.

Nominating shareholders

(Signature, full name, and seal (if applicable))

ⁱ If a Shareholder is entitled to nominate more than one candidate for the position of member of the Board of Directors, the shareholder is kindly requested to provide the corresponding information for each candidate.

**LIST OF SHAREHOLDERS PARTICIPATING IN THE NOMINATION OF CANDIDATES TO
THE BOARD OF DIRECTORS OF PHU NHUAN JEWELRY JOINT STOCK COMPANY**

No.	Name of shareholder	Number of Identity card / Citizen identity card/ Passport/ ERC, date and place of issue	Address	Total shares	Confirmation signature
1.		No.: Date of issue: Place of issue:			
2.		No.: Date of issue: Place of issue:			
3.		No.: Date of issue: Place of issue:			
4.		No.: Date of issue: Place of issue:			
5.		No.: Date of issue: Place of issue:			
6.		No.: Date of issue: Place of issue:			
Total					

....., date ... month ... year 2026

**SELF-NOMINATION APPLICATION FOR MEMBER OF THE BOARD OF DIRECTORS
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

To: THE BOARD OF DIRECTORS OF PHU NHUAN JEWELRY JOINT STOCK COMPANY

Full name:, date of birth:

ID card/Citizen ID card/ Passport no.:, date of issue: place of issue:

Permanent address:

Current address:

Educational level: Major:

Currently holding: shares

(In words:shares)

and representing the ownership of: shares

(In words:shares)

of Phu Nhuan Jewelry Joint Stock Company ("Company/PNJ")ⁱ.

Pursuant to the Regulation on nomination and self-nomination for members of the Board of Directors dated March 31st, 2026 of the Board of Directors of the Company regarding the nomination and self-nomination for members of the Board of Directors for the 2026 - 2031 term and current applicable laws, I hereby confirm that I meet the eligibility criteria to apply for self-nomination as a Board of Directors member for the 2026 - 2031 term.

Therefore, I hereby submit this Application, accompanied by my Curriculum vitae and relevant documents, to the Organizing Committee of the 2026 Annual General Meeting of Shareholders to register as a candidate for the Board of Directors for the 2026 - 2031 term at the 2026 Annual General Meeting of Shareholders of the Company.

I commit that I meet all eligibility criteria and requirements for self-nomination as a Board of Directors member and take full responsibility for the accuracy, truthfulness, and validity of the personal information provided; and if elected as a member of the Board of Directors by the shareholders, I will perform my duties with honesty, diligence, and in the best interests of the Company, devoting my abilities and dedication to contributing to the development of the Company.

Sincerely.

Candidate

(Signature, full name, seal (if applicable))

ⁱ The number of owned shares is confirmed based on the document certifying share ownership as of March 18th, 2026.

CURRICULUM VITAE

For the purpose of self-nomination for the position of Member of the Board of Directors for the 2026 – 2031 term Phu Nhuan Jewelry Joint Stock Company

- 1. Full name:
2. Gender:
3. Date of birth:
4. Nationality:
5. ID Card/ Citizen ID/ Passport No.: date of issue: place of issue:
6. Permanent address:
7. Contact address:
8. Contact phone number:
9. Educational level:
10. Professional qualifications:

Table with 5 columns: Degree, Major, Year of graduation, Duration of studies, Educational institution

11. Employment history:

Table with 3 columns: Duration of employment, Employer, Position

12. Current positions (including member of the Board of Directors and other management positions) held at other organizations (please specify the position and the name of the relevant company or organization):

Table with 3 columns: No., Company/Organization Name, Position

13. Number of authorized or held shares:

14. Related interests in Phu Nhuan Jewelry Joint Stock Company (if any):

15. Conflicting interests with Phu Nhuan Jewelry Joint Stock Company (if any):

16. I meet the criteria of an Independent Member of the Board of Directors [checkbox]

I meet the criteria of a Member of the Board of Directors [checkbox]

I hereby declare that the above information is complete, accurate, reasonable, and truthful, and I commit that if elected as a member of the Board of Directors by the shareholders, I will perform my duties with honesty, diligence, and in the best interests of the Company, devoting my abilities and dedication to contributing to the development of the Company.

Declarant

(Signature, full name, and seal (if applicable))