

Ba Ria, May 09, 2025

**ORGANIZATION REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
BA RIA THERMAL POWER JOINT STOCK COMPANY**

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of Adjustment and Applicable Subjects

1. These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Ba Ria Thermal Power Joint Stock Company (BTP).
2. These regulations specifically define the rights and obligations of shareholders, authorized attendees, and parties participating in the General Meeting, as well as the conditions, procedures, and rules for voting and ballot counting at the General Meeting.
3. Shareholders, authorized attendees, and participating parties are responsible for complying with the provisions of these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, PARTIES
PARTICIPATING IN THE GENERAL MEETING**

Article 2. Rights and obligations of shareholders attending the General Meeting

1. Shareholders/groups of shareholders owning shares on the date of shareholder list closing (April 01, 2025) are entitled to attend the 2025 Annual General Meeting of Shareholders of the Company.
2. Shareholders have the right to directly attend or authorize another person to attend the General Meeting via a power of attorney in accordance with legal regulations or using the Company's prescribed Power of Attorney form (BTP).
3. The power of attorney must bear the signature of the shareholder granting the authorization and the signature of the authorized person, in accordance with the prescribed regulations.
4. The authorized person shall exercise rights within the scope of authorization, in accordance with legal regulations, the Company's Charter, and this Regulation.



Article 3. Rights and Obligations of the Meeting Chairperson

1. The Chairman of the Board of Directors as chairperson at the 2025 Annual General Meeting of Shareholders.
2. The Meeting Chairperson has the authority to appoint certain individuals to participate in managing the General Meeting.
3. The Meeting Chairperson is responsible for presiding over the General Meeting.
4. Guide the General Meeting in discussing and collecting voting opinions on matters included in the agenda as well as any arising issues throughout the course of the meeting.
5. Other rights and obligations as stipulated by law and the Company's Charter.

Article 4. Rights and Obligations of the Shareholder Eligibility Review Committee

1. Verify the eligibility of shareholders or their authorized representatives attending the meeting. Request attending shareholders to present the Meeting Invitation Notice, Citizen Identification Card, Identity Card, Passport, or Power of Attorney (for authorized representatives).
2. Distribute to shareholders or their authorized representatives attending the meeting: Voting Cards, Voting Ballots, and other relevant meeting materials.
3. Report to the General Meeting on the results of shareholder eligibility verification for attendees at the following times:
 - a. Before the General Meeting officially begins.
 - b. Before each voting session of the General Meeting, if there are changes in the number of shareholders registered to attend (shareholders arriving late and registering to participate).
4. In case a person attending the meeting does not meet the eligibility requirements to participate in the General Meeting, the Shareholder Eligibility Review Committee has the right to deny that person's attendance, refuse to issue Voting Cards and Voting Ballots, and withhold the distribution of meeting materials.

Article 5. Rights and obligations of the Meeting Secretary

1. Perform assistance tasks as assigned by the Meeting Chairperson, such as: Recording the Minutes of the Meeting proceedings, truthfully, accurately, and fully reflecting the content of the Meeting in the Minutes and the Meeting Resolution.
2. Present the Minutes and the Meeting Resolution regarding the matters approved by the Meeting to the Meeting.

Article 6. Rights and obligations of the Vote Counting Committee

1. Instruct on how to use Voting Cards and Voting Ballots.
2. Organize vote counting.
3. The Head of the Vote Counting Committee reports the vote counting results to the Meeting.
4. The Vote Counting Committee is responsible for storing, preserving, and handing over all voting ballots and vote counting minutes to the Board of Directors immediately after the conclusion of the Meeting.

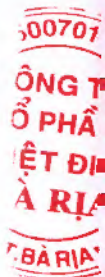
Article 7. Rules at General Meeting

1. Shareholders or authorized representatives attending the Meeting must dress formally and sit in the positions arranged by the Organizing Committee.
2. Speak and vote in accordance with the instructions of the Meeting Organizing Committee and comply with the direction of the Meeting Chairperson .
3. Must not engage in acts that obstruct or disrupt order, preventing the meeting from being conducted fairly and lawfully.
4. Shareholders and authorized representatives of shareholders attending the Meeting must strictly comply with these Regulations. In case of violation, depending on the specific severity, the Chairperson will consider and apply a form of handling as stipulated in point b, clause 7, Article 146 of the Enterprise Law 2020.

CHAPTER III VOTING PROCEDURES APPROVING CONTENTS AT THE MEETING

Article 8. Principles

1. Principle: All contents on the Meeting agenda must be approved by obtaining the votes of all shareholders attending the Meeting using Voting Ballots and Voting Cards according to the number of shares owned and authorized representatives.
2. Voting Ballots, Voting Cards
 - Voting Ballots and Voting Cards are stamped with the Company's seal and issued by the Shareholder Eligibility Verification Committee to all shareholders or authorized representatives of shareholders attending the Meeting. Voting Ballots must include the full name and signature of the shareholder or the shareholder's authorized representative.



- The voting value of Voting Ballots and Voting Cards is determined by the number of voting shares owned by that shareholder or authorized representative attending the Meeting.

- The voting methods are as follows:

+ Voting by raising Voting Cards: this method is used to approve matters such as: Meeting Agenda; Working Regulations, voting procedures, and vote counting at the Meeting; Regulations for electing Board of Directors' members; approving the Meeting Minutes; the Meeting Resolution; and other contents at the Meeting (if any).

+ Voting by filling in Voting Ballots: this method is used to approve the following Proposals/Reports:

1	Regulation on Organization at the 2025 Annual General Meeting of Shareholders
2	Submission of the 2024 production-business results and 2025 plan
3	Submission of the approval of the 2024 Financial Statements (audited)
4	Submission to the General Meeting of Shareholders for approval of the 2024 profit distribution plan
5	Submission to the General Meeting of Shareholders for approval of Transactions between the Company and affiliated persons
6	Report on the activities of the Board of Directors in 2024 and objectives, tasks for 2025
7	Submission to the General Meeting of Shareholders for approval of the Settlement of salaries, remuneration for the Board of Directors, Board of Supervisors in 2024 and plan for 2025
8	Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders
9	Submission to the General Meeting of Shareholders for selection of the audit firm for the 2025 Financial Statements
10	Dismissal of Head of the Supervisory Board and election of additional Member of the Board of Supervisors

Article 9. Voting Method

- Shareholders or authorized representatives shall cast their votes as "Approve", "Disapprove", or "Abstain" on a matter put to a vote at the Meeting by

raising their Voting Cards or filling in the options on the Voting Ballots corresponding to the contents requiring a vote as stipulated in Article 8.

- When voting by raising the Voting Card, the front of the voting card must be raised high facing the Presidium. If a representative does not raise the Voting Card for all three voting options "*Approve*", "*Disapprove*", or "*Abstain*" on an issue, they shall be deemed to have voted in favor of that issue. If a Voting Card is raised more than once when voting "*Approve*", "*Disapprove*", or "*Abstain*" on an issue, the vote shall be deemed invalid.

- When voting by filling out a Voting Ballot, for each content, the shareholder/authorized representative shall select one of the three options "*Approve*", "*Disapprove*", or "*Abstain*" printed on the Voting Ballot by marking "X" or "✓" in the chosen box. After completing all contents requiring approval by the Meeting, the shareholder or authorized representative shall submit the Voting Ballot to the sealed ballot box at the Meeting as instructed by the Vote Counting Committee. The Voting Ballot must bear the signature and clearly state the full handwritten name of the shareholder or the authorized representative.

Article 10. Validity of Voting Ballots

- Valid Voting Ballot

Are Ballots issued according to the pre-printed form by the Organizing Committee, without erasure, scraping, tearing, etc., without adding any content other than what is stipulated for this ballot, and must have a signature, below which the full handwritten name of the shareholder or authorized representative attending must be clearly stated. On the voting ballots, the voting content (Reports, Proposals) is valid when the shareholder or authorized representative marks one (01) of the three (03) squares "*Approve*", "*Disapprove*", or "*Abstain*" for voting.

- Invalid Voting Ballots

- + Adding other content to the Voting Ballot;

- + Voting Ballots not according to the pre-printed form issued by the Organizing Committee, ballots without the Company's red seal or that have been erased, scraped, or have other content added beyond what is stipulated for the Voting Ballot, in which case all voting content on the Voting Ballot is invalid.

CHAPTER IV IMPLEMENTATION CLAUSE

Article 11. Effectiveness - Implementation

- This Regulation shall take effect immediately after being approved by the General Meeting.



- The Chairperson of the Meeting is responsible for conducting the Meeting in accordance with this Regulation.
- Shareholders or authorized representatives and those attending the Meeting are responsible for complying with the provisions of this Regulation./.

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



Nguyen Tien Dung