

Hanoi, April 2nd, 2025

**REGULATIONS ON CANDIDACY, NOMINATION, AND ELECTION
SUPPLEMENTARY ELECTION OF MEMBERS TO THE INDEPENDENT BOARD
OF DIRECTORS
ELCOM TECHNOLOGY COMMUNICATIONS CORPORATION
(TERM 2022 - 2027)**

The Annual General Meeting of Shareholders in 2025 of ELCOM Technology Communications Corporation ("the Company") will conduct the supplementary election of members to the Independent Board of Directors ("BOD") for the term 2022 - 2027 in accordance with the following regulations:

Article 1. Principles of Election

1. The election shall be conducted in compliance with the Law, the Company's Charter, ensuring democracy and the legitimate rights of all shareholders.
2. Shareholders may vote through one of two methods: voting in person at the General Meeting or voting remotely as per the regulations in the Company's Annual General Meeting Charter for 2025.

Article 2. Qualifications and conditions for candidacy, nomination, and the number of Independent Board of Directors Members

1. Qualifications for Independent Board of Directors Membership

- Must not be an individual who is prohibited from managing a business in Vietnam according to Clause 2, Article 17 of the 2020 Enterprise Law;
- Must meet all standards and conditions as prescribed in Clause 1 and Clause 2, Article 155 of the Enterprise Law, the Company's Charter, and relevant legal regulations.

2. Conditions for Candidacy and Nomination for Independent Board of Directors Members

- Shareholders holding voting shares have the right to combine their voting rights to nominate candidates for the Independent Board of Directors.
- Shareholders or shareholder groups owning at least 10% of the total common shares have the right to nominate candidates to the Board. The nomination process is as follows:
- In case the number of candidates nominated or self-nominated for the Independent Board of Directors is still insufficient, the current Board of Directors may nominate additional candidates.
- The number of Independent Board of Directors members to be elected at the 2025 Annual General Meeting (for the term 2022-2027) is one member.
- The term for the newly elected Independent Board of Directors member will last until the end of the 2022-2025 Board term.

Article 3. Application for candidacy and nomination for Independent Board of Directors Membership

- 1. The application for candidacy and nomination includes:**

- Candidacy (nomination) application form for the Board of Directors (as per the template);
- Candidate information form (as per the template);
- Candidate commitment letter (as per the template);
- Notarized copy of ID/Passport and degree of the candidate.

Nominators/candidates for the Board of Directors are legally responsible for the accuracy and truthfulness of the information provided in their application. Only applications that meet the conditions and candidates who meet the requirements will be included in the official list of candidates for the election.

2. Deadline for submitting applications

Applications must be submitted by 12:00 PM, Thursday, April 17, 2025.

Submissions should be sent to:

Board of Directors of ELCOM Technology Communications Corporation

Headquarters: ELCOM Building, Duy Tan Street, Dich Vong Ward, Cau Giay

District, Hanoi City

Phone: (84-24) 38 359359 - Fax: (84-24) 38 355 884

Article 4. Voting Rights

Shareholders who hold voting shares and authorized representatives of shareholders with voting rights, as listed in the shareholder registry as of March 20, 2025, are eligible to vote.

Article 5. Voting Method

- The supplementary election for Independent Board of Directors members will be conducted by a cumulative voting method, where each shareholder has a total number of votes corresponding to their number of shares multiplied by the number of Independent Board members to be elected.
- If voting for a specific candidate, shareholders or their authorized representatives ("Delegates") shall indicate the number of votes in the "Number of Votes" field for the corresponding candidate, up to the total number of votes they hold.
- If casting all votes for one candidate, the Delegate shall mark the "Cast All Votes" box for the corresponding candidate.

Article 6. Ballots and Voting Procedure

- The ballots will be uniformly printed, with the total number of votes corresponding to each shareholder's registration number.
- Shareholders or authorized representatives will receive a ballot for the Independent Board of Directors election, identified by the shareholder's registration number (own shares and/or authorized).
- In case of an error in the ballot, the shareholder may request the Election Committee to issue a new ballot.
- The shareholder or their authorized representative must personally mark the ballot.
- The ballot is considered valid when:
 - It is issued by the Organizing Committee;
 - It is for candidates listed in the candidacy and nomination list and clearly states the number of votes for each candidate;
 - It bears the signature of the shareholder or authorized representative.
- Invalid ballots:

- Ballots not issued by the Organizing Committee;
- Ballots for more candidates than allowed, adding other names to the list, or not indicating the number of votes for any candidate;
- Ballots where the total number of votes for candidates exceeds the total number of votes held by the shareholder or authorized representative;
- Ballots that are erased, torn, or unclear;
- Ballots lacking the signature of the shareholder or authorized representative;
- Ballots with additional written content;
- Ballots submitted to the Election Committee after the voting has closed and counting has begun.

Article 7. Election committee and responsibilities

- The Election Committee will be appointed by the Chairman of the Meeting and confirmed by vote at the General Meeting.
- The Election Committee is responsible for verifying the election results objectively and accurately.
- The Election Committee is responsible for preparing the ballot counting minutes and announcing the results. The election results will be recognized once approved by the Meeting.
- The Election Committee must commit to and be accountable for the accuracy of the election results.

Article 8. Voting and counting process

- The Election Committee will check the ballot box in the presence of shareholders attending the Meeting.
- Voting will begin upon the Chairman's signal and end when the last shareholder casts their vote.
- The counting process will be documented in the Election Counting Minutes, including the following: total number of shareholders attending the meeting, total number of shareholders casting votes, the ratio of voting rights of shareholders casting votes compared to the total voting rights of shareholders attending (cumulative voting method), number and percentage of valid votes, invalid votes, blank votes, and the number and percentage of votes for each candidate elected to the Board.

Article 9. Regulations on elected Independent Board Members

- The candidate with the highest number of votes will be elected to the Independent Board of Directors.
- In the event that two or more candidates receive the same number of votes, a re-election will be held to select the candidate with the highest number of votes.
- If the re-election does not yield a result, the General Meeting may vote to leave the Board position vacant and elect a new member at the next General Meeting.

Article 10. Election and vote counting complaints

Complaints regarding the election and vote counting will be resolved by the Chairman of the Meeting and documented in the meeting minutes.

This Regulation consists of 10 Articles, which are publicly read at the General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders.

**ON BEHALF OF THE ORGANIZING COMMITTEE
OF THE 2025 ANNUAL GENERAL MEETING
CHAIRMAN**