



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

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REGULATIONS ON ADDITIONAL ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR TERM IV (2022 – 2027)

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law No. 03/2022/QH15 dated January 11, 2022;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies;
- Charter on Organization and Operation of Hiep Phuoc Industrial Park Joint Stock Company (the 6th amendment) approved by the 2019 Annual General Meeting of Shareholders;
- Internal Regulations on Corporate Governance (the 3rd amendment) issued under Resolution No. 19/2023/NQ-HIPC-HDQT dated May 10, 2023 of the Board of Directors,

The Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company respectfully submits to the 2026 Extraordinary General Meeting of Shareholders for approval of the Regulations on the additional election of members of the Board of Directors (BOD) and the Supervisory Board for Term IV (2022 – 2027) with the following objectives:

- Ensuring compliance with applicable laws;
- Ensuring compliance with the Company's Charter on Organization and Operation (the 6th amendment);
- Ensuring compliance with the Company's Internal Regulations on Corporate Governance (the 3rd amendment);
- Ensuring the principles of publicity, democracy, and the legitimate rights and interests of all shareholders.

I. Regulations on additional election of members of the BOD and the Supervisory Board for Term IV (2022-2027)

1. Number of members of the BOD and the Supervisory Board for Term IV (2022-2027) to be elected at the 2026 Extraordinary General Meeting of Shareholders:

- Number of additional members of the Board of Directors to be elected: **01 member**.
- Number of additional members of the Supervisory Board to be elected: **01 member**.

2. Ballots:

- The ballot for the additional election of members of the BOD and the ballot for the additional election of members of the Supervisory Board for Term IV (2022-2027) are printed with the candidates' names in alphabetical order (A-B-C) and stamped with the Company's seal overlapping the top edge (tree seal).
- Each shareholder or authorized representative is distributed 01 (one) Ballot for election of BOD members and 01 (one) Ballot for election of Supervisory Board members.
- The ballot is pre-printed with the shareholder's name, the number of owned shares, and the total number of voting rights (*equal to the number of owned shares multiplied by the number of BOD/Supervisory Board members to be elected*).

3. Conditions for being elected:

- Elected candidates are determined based on the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the required number of members of the BOD and the Supervisory Board is reached. In the event that 02 or more candidates obtain an equal number of votes for the last member of the BOD or the Supervisory Board, a re-election shall be conducted among those candidates who received an equal number of votes.
- In the event that the election results in an insufficient number of members of the BOD or the Supervisory Board to be elected, the incumbent BOD/Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism stipulated by the company. The General Meeting shall proceed to conduct a second round of voting. If, after the second round of voting, the required number of members is still not satisfied, the decision on whether to continue further voting shall be resolved by the General Meeting.

II. Principles of electing members of the BOD and the Supervisory Board for Term IV (2022 – 2027)

1. Principles of election:

- The election of members of the BOD and the Supervisory Board is implemented by the cumulative voting method. Each shareholder has a total number of votes corresponding to the total number of owned shares multiplied by the maximum number of members to be elected for each respective body.
- Shareholders shall fill in the number of confidence votes such that the total number of votes cast for the candidates must be equal to or lower than the total number of votes that the shareholder is entitled to cast. The number of confidence votes cast for the

candidates does not necessarily have to be equal. Shareholders have the right to accumulate all of their total votes for one or several candidates whom they trust.

- Shareholders who do not vote for a particular person in the list of candidates shall leave blank the box for the number of votes for that person.
- The percentage of votes is calculated based on the number of votes received by the candidate over the total number of voting shares at the General Meeting.
- Example of cumulative voting principle: Shareholder Dang Van X owns **1,000 shares** and participates in electing 01 BOD member and 01 Supervisory Board member:
 - + For BOD election (electing 01 member): Total votes of shareholder Dang Van X are **$1,000 \times 1 = 1,000$ votes**.
 - + For Supervisory Board election (electing 01 member): Total votes of shareholder Dang Van X are **$1,000 \times 1 = 1,000$ votes**.

2. Regulations on ballots:

- Valid ballots:

- + Ballots issued by the Organizing Committee of the General Meeting, bearing the Company's tree seal;
- + Ballots voting for an adequate or lower number of members to be elected;
- + Ballots having the total votes cast less than or equal to the total votes that the shareholder is entitled to cast;
- + Ballots signed with the full name written.

- Invalid ballots:

- + Ballots not issued by the Organizing Committee, not bearing the Company's tree seal;
- + Ballots voting for more than the number of members to be elected;
- + Ballots having the total votes cast greater than the total votes that the shareholder is entitled to cast;
- + Ballots writing additional names outside the list of candidates approved by the General Meeting;
- + Torn ballots.

III. Implementation effect:

The Regulations on additional election of members of the BOD and the Supervisory Board for Term IV (2022-2027) shall take effect upon approval by the 2026 Extraordinary General Meeting of Shareholders with a minimum ratio of **51%** of the total voting shares of shareholders **attending and voting** at the meeting in approval.

**THE 2026 EXTRAORDINARY
GENERAL MEETING OF
SHAREHOLDERS**

