



REGULATIONS ON SUPPLEMENTARY ELECTION OF MEMBERS
BOARD OF DIRECTORS
TERM IV (2022 – 2027)

Pursuant to:

- Enterprise Law No. 59/2020/QH14 dated 2020-06-17;
- Law No. 03/2022/QH15 dated 2022-01-11;
- Securities Law No. 54/2019/QH14 dated 2019-11-26;
- Circular No. 116/2020/TT-BTC dated 2020-12-31 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 (amended for the 6th time) approved by the 2019 Annual General Meeting of Shareholders;
- Internal regulations on corporate governance (amended for the 3rd time) promulgated under Resolution No. 19/2023/NQ-HIPC-HĐQT dated 2023-05-10 of the Board of Directors;
- Resolution No. 10/2026/NQ-HĐQT-HIPC dated 2026-04-14 of the Board of Directors,

The Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the Regulations on supplementary election of members of the Board of Directors (BOD) for term IV (2022 - 2027) with the following objectives:

- Ensuring compliance with current laws;
- Ensuring compliance with the Company's Charter on organization and operation (amended for the 6th time);
- Ensuring compliance with the Company's - Internal regulations on corporate governance (amended for the 3rd time);
- Ensuring the principles of transparency, democracy and legitimate rights of all shareholders.

I. Regulations on election of BOD members for term IV (2022-2027)

1. The number of BOD members for term IV (2022-2027) to be elected at the 2026 Annual General Meeting of Shareholders is: **01 members.**
2. **Election Ballot:**
 - Ballots for supplementary election of BOD members for term IV (2022-2027) are printed with the names of candidates in alphabetical order (A–Z) and affixed with the Company's seal.



- Each shareholder or authorized representative is issued 01 (one) ballot.
- The election ballot has the shareholder's name, number of shares owned, and total number of votes (*equal to the number of shares owned multiplied by the number of BOD members to be elected*) pre-printed.

3. Conditions for winning the election:

- The elected candidate is determined according to the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of BOD members is reached. In case 02 or more candidates obtain the same number of votes for the last member, a re-election will be conducted among the candidates with the same number of votes.
- In case the election does not result in the required number of BOD members, the incumbent BOD may nominate additional candidates or organize nominations according to the mechanism stipulated by the company. The General Meeting will conduct a 2nd election. If after the 2nd election there are still not enough members to be elected, the General Meeting will decide whether to continue the election or not.

II. Principles for electing members of the Board of Directors for term IV (2022-2027)

1. Election principles:

- The election of members of the Board of Directors shall be conducted using a cumulative voting method. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the maximum number of members to be elected.
- Shareholders fill in the number of votes of confidence such that the total number of votes cast for the candidates must be equal to or less than the total number of votes that the shareholder is entitled to cast. The number of votes of confidence for the candidates does not necessarily have to be equal. Shareholders have the right to allocate all of their total votes to one or more candidates in whom they have confidence.
- Shareholders who do not vote for anyone on the list of candidates should leave the vote count box for that person blank.
- The voting rate is calculated based on the number of votes the candidate receives out of the total number of voting shares at the Congress.
- Example of cumulative voting principle: Shareholder Dang Van X owns **1,000 shares** and is electing 02 members of the Board of Directors, so the total number of votes of shareholder Dang Van X is **$1,000 \times 2 = 2,000$ votes**.

2. Regulations on ballots:

- Valid ballots:

- + Ballots issued by the Organizing committee, with the company's seal affixed;
- + Ballots for a number of members equal to or less than the number of members to be elected;
- + Ballots with a total number of votes less than or equal to the total number of votes that the shareholder is entitled to cast;
- + Ballots that are signed and clearly state the full name.

- Invalid ballots:

- + Ballots not issued by the Organizing Committee, without the Company's seal affixed;
- + Ballots for more than the number of members to be elected;
- + Ballots with a total number of votes greater than the total number of votes that the shareholder is entitled to cast;
- + Ballots that add the names of people outside the list of candidates approved by the Meeting;
- + Torn ballots.

III. Effective date:

- The Regulations on the Election of the Board of Directors for term IV (2022-2027) shall take effect when the 2026 Annual General Meeting of Shareholders approves it with a minimum ratio of 51% of the total number of voting shares of the shareholders **attending and voting** at the meeting;
- The Presidium is responsible for introducing the list of nominees and candidates, supervising the voting and counting of votes, and resolving complaints about the election (if any).

**2026 ANNUAL GENERAL
MEETING OF
SHAREHOLDERS**

