



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

Khu B, đường số 1, Khu công nghiệp Hiệp Phước, xã Hiệp Phước, TP. Hồ Chí Minh, Việt Nam
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Số: 06 /2026/TB-HIPC-HĐQT

Ho Chi Minh City, April 14, 2026

NOTICE ON NOMINATION AND SELF-NOMINATION FOR SUPPLEMENTARY ELECTION OF MEMBERS THE BOARD OF DIRECTORS TERM IV (2022 – 2027)

To: Shareholders of Hiep Phuoc Industrial Park Joint Stock Company

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,

In order to consolidate the members of the Board of Directors (BOD) for Term IV (2022 – 2027), the BOD of Hiep Phuoc Industrial Park Joint Stock Company respectfully notifies the shareholders regarding the nomination and self-nomination for the election of additional members of the Board of Directors, with details as follows::

1. Current status of the Board of Directors for Term IV (2022 – 2027):

The Board of Directors for Term IV (2022 – 2027) of Hiep Phuoc Industrial Park Joint Stock Company was elected at the 2022 Annual General Meeting of Shareholders held on August 15, 2022.

Based on resignation letters from certain members of the Board of Directors and the need to consolidate the Board's structure in order to ensure effective corporate governance, the 2026 Annual General Meeting of Shareholders will consider the



dismissal and election of additional members of the Board of Directors for Term IV (2022 - 2027).

2. Regulations on nomination and self-nomination for additional members of the Board of Directors for Term IV (2022 – 2027)

2.1. The number of additional members of the Board of Directors for Term IV (2022 – 2027) to be elected at the 2026 Annual General Meeting of Shareholders is 02 members.

2.2. Conditions for nomination and self-nomination

- Shareholders holding ordinary shares may aggregate their voting rights to nominate candidates to the Board of Directors.
- Shareholders or groups of shareholders holding:
 - + From 5% to under 10% of the total voting shares may nominate one (01) candidate;
 - + From 10% to under 30% may nominate up to two (02) candidates;
 - + From 30% to under 40% may nominate up to three (03) candidates;
 - + From 40% to under 50% may nominate up to four (04) candidates;
 - + From 50% to under 60% may nominate up to five (05) candidates;
 - + From 60% to under 70% may nominate up to six (06) candidates;
 - + From 70% to under 80% may nominate up to seven (07) candidates;
 - + From 80% to under 90% may nominate up to eight (08) candidates.

(According to Clause 2, Article 25 of the Charter on Organization and Operation of Hiep Phuoc Industrial Park Joint Stock Company - 6th Amendment, 2019).

2.3. Criteria and conditions for members of the Board of Directors

- Having full civil act capacity and not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises 2020;
- Having professional qualifications and experience in corporate management, and not necessarily being a shareholder of the Company;
- A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company.

(According to Clause 1, Article 155 of the Law on Enterprises 2020).

3. Application dossier for nomination/self-nomination:

- Nomination/Self-nomination form for Board of Directors candidates (according to the template);
- Curriculum Vitae of the candidate (according to the template);
- Copy of the candidate's identification document (Citizen ID Card/ID Card/Passport);
- Copies of diplomas and certificates evidencing professional qualifications (if any).

Note: Shareholders/groups of shareholders may download the Nomination/Self-nomination Forms and Curriculum Vitae templates at the Company's website: <https://hiepphuoc.com/trang-tai-lieu-co-dong.html/> from April 14, 2026.

4. Deadline and place for submission of application dossiers

Application dossiers for nomination/self-nomination must be submitted before **12:00 PM on April 20, 2026** by one of the following methods:

- Direct submission; or
- By post to the following address:
 - + Recipient: *Truong Thanh Tu*
 - + *Hiep Phuoc Industrial Park Joint Stock Company*
 - + *Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City*
 - + *Tel: 028-37.800.339 | Mobile: 0909.151.085*

5. Review of nomination/self-nomination dossiers

Based on the nomination/self-nomination dossiers submitted by shareholders or groups of shareholders and the candidates' dossiers, the Board of Directors shall review candidates who meet the criteria and conditions in accordance with regulations and submit them to the 2026 Annual General Meeting of Shareholders for election of additional members of the Board of Directors for Term IV (2022 – 2027).

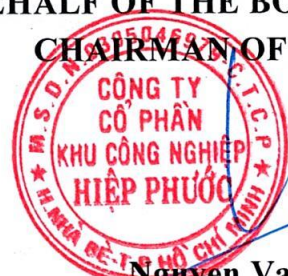
Candidates and nominating shareholders/groups of shareholders shall bear full responsibility for the truthfulness and accuracy of the nomination/self-nomination dossiers.

The Presidium of the General Meeting shall be responsible for announcing the list of candidates, supervising the voting and vote counting process, and resolving any complaints relating to the election (if any).

Recipients:

- Shareholders;
- For information disclosure;
- Filed at: Administration Office,
Company Secretary.

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



Nguyen Van Thinh



FORM

**CANDIDATE'S BIOGRAPHICAL SUMMARY FOR
SUPPLEMENTARY ELECTION PARTICIPATION
MEMBER OF THE BOD TERM IV (2022-2027)**

1. Full name:.....Gender:
2. Date of birth:...../...../.....Nationality:
3. ID number:.....Date of issue:.....Place of issue:.....
4. Place of origin:.....
5. Permanent address:
6. Contact phone number:.....
7. Educational background:
8. Professional qualification:
9. Political qualification:.....
10. Work experience (*summarize places of work, positions, past occupations*):

Time	Place of work	Position

11. Position and agency currently working for:
12. Number of shares held at Hiep Phuoc Industrial Park Joint Stock Company:
 - In numbers:
 - In words:

Of which: + *Personally owned*:.....*shares*
+ *Representing ownership*:.....*shares*

I solemnly affirm that the above statements are entirely true. If there is any falsehood, I shall bear responsibility before the law.

*Confirmation from the organization
being represented (if any)*

....., date ___ month ___ year 2026
Declarant
(signature, full name)



FORM

NOMINATION FORM FOR CANDIDATES PARTICIPATING IN THE SUPPLEMENTARY ELECTION

MEMBER OF THE BOARD OF DIRECTORS TERM IV (2022-2027)

(Applicable to shareholder groups exercising the right to nominate candidates)

**To: The 2026 Annual General Meeting of Shareholders
Hiep Phuoc Industrial Park Joint Stock Company**

We are a group of shareholders of Hiep Phuoc Industrial Park Joint Stock Company.

As of the time of finalizing the list of shareholders attending the Company's 2026 Annual General Meeting of Shareholders, we collectively holdshares.

(In words: shares)

Equivalent to% of the Company's charter capital.

Including members named in the list below:

No.	Full Name of Shareholder	ID Card/ Citizen ID/Business Registration	Number of Shares Owned	Signature
1				
2				
3				
4				
5				
	Total			

We unanimously nominate:

Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:.....



Contact phone number:

As a representative for the group to carry out the procedures for nominating candidates to the Board of Directors for term IV (2022 – 2027).

And we unanimously nominate the following candidates to participate in the election to the Board of Directors for term IV (2022 – 2027):

1. Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

2. Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

3. Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

4. Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

We are fully responsible before the law for the truthfulness of the above information.

Sincerely thank you./.

Attached documents:

- Copy of ID Card/Citizen ID/Passport/Permanent Residence Book.
- Curriculum vitae of the candidate.
- Certificates of cultural and professional qualifications.

Applications submitted before 12:00 on 2026-04-20 directly or by post to:

- Recipient: Truong Thanh Tu
- Address: Hiep Phuoc Industrial Park Joint Stock Company

Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.

- Phone number: 028-37.800.341 or mobile: 0909.151.085

....., day..... month..... year

Person nominated to represent the group

(Signature, full name and seal if it is an organization)





FORM

**NOMINATION FORM FOR CANDIDATES TO PARTICIPATE IN
THE SUPPLEMENTARY ELECTION
MEMBER OF THE BOARD OF DIRECTORS, TERM IV (2022-2027)
(Applicable only to 01 shareholder performing nomination, candidacy)**

**To: The 2025 Annual General Meeting of Shareholders
Hiep Phuoc Industrial Park Joint Stock Company**

- Shareholder's Full Name:
- ID Card/Citizen ID/Business Registration Certificate No.:
- Date of Issue:.....Place of Issue:
- Telephone:..... Fax:.....Email:
- Legal Representative (if an organization):.....
- Number of shares owned (As of the record date for the 2026 AGM)..... shares.
- Equivalent to.....% of the Company's charter capital.

I propose:

I. I nominate myself to participate in the supplementary election of the Board of Directors of the Company for term IV (2022 – 2027)

II. I nominate the following candidates to participate in the supplementary election of the Board of Directors of the Company for term IV (2022 – 2027)

1.Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:

Place of Issue:

Permanent address:

Educational background:.....Major:.....

2.Mr./Ms.:

ID Card/Citizen ID/Passport No.:.....Date of Issue:

Place of Issue:

Permanent address:

Educational background:.....Major:.....

3.Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

4.Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....Date of Issue:.....

Place of Issue:

Permanent address:

Educational background:.....Major:.....

I take full responsibility before the law for the truthfulness of the above information.

Sincerely thank you./.

Attached documents:

- Copy of ID Card/Citizen ID/Passport/Permanent Residence Book.
- Curriculum vitae of the candidate.
- Certificates of cultural and professional qualifications.

Applications submitted before 12:00 on 2026-04-..... directly or by post to:

- Recipient: Truong Thanh Tu
- Address: Hiep Phuoc Industrial Park Joint Stock Company
Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.
- Phone number: 028-37.800.341 or mobile: 0909.151.085

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

Nominator

(Signature, full name and stamp if an organization)