



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

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No.: 11/2026/TB-HIPC-HDQT

Ho Chi Minh City, October 07, 2026

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

To: Valued Shareholders of Hiep Phuoc Industrial Park Joint Stock Company

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Law No. 03/2022/QH15 dated January 11, 2022;
- Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises;
- 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 (the 6th amendment) of Hiep Phuoc Industrial Park Joint Stock Company;
- 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;
- Resolution No. 21/2026/NQ-HIPC-HDQT dated October 05, 2026 of the Board of Directors of the Company on approving the personnel list, draft preparatory procedures, and documents submitted to the 2026 Extraordinary General Meeting of Shareholders;
- List of shareholders finalized as of October 01, 2026 to exercise the right to attend the 2026 Extraordinary General Meeting of Shareholders.

In order to consolidate the personnel of the Board of Directors and the Supervisory Board for Term IV (2022 – 2027), the Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company respectfully announces to Valued Shareholders regarding the nomination and candidacy for the additional election of members of the Board of Directors and the Supervisory Board, specifically as follows:

1. Personnel status of the Board of Directors and the Supervisory Board for Term IV (2022-2027):

Pursuant to the resignation letters of certain members of the Board of Directors and the Supervisory Board, and the demand to consolidate the personnel structure to ensure the governance operations of the Company, the 2026 Extraordinary General Meeting of Shareholders will consider the dismissal and additional election of members of the Board of Directors for Term IV (2022 – 2027).

2. Regulations on participation in nomination and candidacy for additional election of members of the BOD and the Supervisory Board for Term IV (2022-2027)

2.1. Number of members to be additionally elected:

* Number of BOD members for Term IV (2022-2027) to be additionally elected at the 2026 General Meeting of Shareholders is: **01 member**.

* Number of Supervisory Board members for Term IV (2022-2027) to be additionally elected at the 2026 General Meeting of Shareholders is: **01 member**.

2.2. Conditions for candidacy and nomination

A shareholder or a group of shareholders holding ordinary shares for a consecutive period of at least six (06) months has the right to aggregate their voting rights to nominate candidates to the Board of Directors and the Supervisory Board. The quota for the number of candidates nominated based on the ratio of ordinary share ownership is as follows:

*** Number of candidates nominated to the Board of Directors:**

- From 5% to under 10%: Entitled to nominate a maximum of one (01) candidate.
- From 10% to under 30%: Entitled to nominate a maximum of two (02) candidates.
- From 30% to under 40%: Entitled to nominate a maximum of three (03) candidates.
- From 40% to under 50%: Entitled to nominate a maximum of four (04) candidates.
- From 50% to under 60%: Entitled to nominate a maximum of five (05) candidates.
- From 60% to under 70%: Entitled to nominate a maximum of six (06) candidates.
- From 70% to under 80%: Entitled to nominate a maximum of seven (07) candidates.
- From 80% to under 90%: Entitled to nominate a maximum of eight (08) candidates.

*** Number of candidates nominated to the Supervisory Board:**

- From 5% to under 10%: Entitled to nominate a maximum of one (01) candidate.
- From 10% to under 30%: Entitled to nominate a maximum of two (02) candidates.

- From 30% to under 40%: Entitled to nominate a maximum of three (03) candidates.
- From 40% to under 50%: Entitled to nominate a maximum of four (04) candidates.
- From 50% to under 60%: Entitled to nominate a maximum of five (05) candidates.

(Pursuant to Article 12.3; Article 25.2 and Article 36.2 of the Charter on Organization and Operation of Hiep Phuoc Industrial Park JSC - the 6th amendment in 2019).

2.3. Criteria and conditions for BOD Candidates

Pursuant to Article 26 of the HIPC Charter and Article 155 of the Law on Enterprises, individuals standing for candidacy or nominated to the BOD must fully satisfy the following legal and professional criteria:

- Having full legal capacity for civil acts; not falling into the categories of persons prohibited from enterprise establishment and management specified in Clause 2 Article 17 of the Law on Enterprises (such as cadres, civil servants, public employees, police/military officers, persons undergoing criminal prosecution, serving prison sentences, etc.).
- Possessing professional qualifications and experience in business administration or in the business sectors and industries of the Company (real estate business, industrial park infrastructure, logistics services, etc.).
- A member of the BOD is not necessarily required to be a shareholder of the Company (Article 26.5 of the HIPC Charter and Article 155.1.b of the Law on Enterprises).
- A member of the BOD of the Company may concurrently serve as a member of the BOD of another company (Article 155.1.c of the Law on Enterprises).

2.4. Criteria and conditions for Supervisory Board Candidates

Pursuant to Article 37.2 of the HIPC Charter and Article 169 of the Law on Enterprises, Supervisors of HIPC must satisfy professional criteria and independence as follows:

- Having full legal capacity for civil acts; not falling into the categories of persons prohibited from enterprise management.
- Being trained in one of the disciplines of economics, finance, accounting, auditing, law, business administration, or a discipline suitable for the business operations of the Company.
- A Supervisor is not necessarily required to be a shareholder or an employee of the Company (Article 169.1.d of the Law on Enterprises).



- Exclusion cases to ensure the objective independence of the Supervisory Board (Article 37.2 of the HIPC Charter & Article 169.1, 169.2 of the Law on Enterprises):

** Must not be a manager of the Company (must not concurrently serve as a member of the BOD, General Director, Deputy General Director, Chief Accountant, or other manager).*

** Must not work in the accounting or finance department of the Company.*

** Must not be a member or employee of the independent audit firm auditing the Financial Statements of HIPC in the preceding three (03) consecutive years.*

** Must not be a family relative (spouse, biological/adoptive father/mother, biological/adopted child, biological sibling) of members of the BOD, General Director, and other managers of the Company.*

3. Candidacy and nomination dossiers:

- Application/Nomination form for BOD and Supervisory Board (standard form);
- Curriculum vitae of the candidate (standard form);
- Documents/evidence proving that the shareholder or group of shareholders has continuously held ordinary shares for at least six (06) months in accordance with applicable regulations;
- Copy of personal identity documents of the candidate (Citizen Identity Card / Identity Card / Passport);
- Copies of diplomas and certificates certifying professional qualifications (if any).

Note: Valued shareholders / shareholder groups are requested to download the standard forms of Nomination/Candidacy Form for BOD and Supervisory Board, Curriculum Vitae, etc., at the website <https://hiepphuoc.com/trang-tai-lieu-co-dong.html> starting from **October 07, 2026**.

4. Deadline and venue for receiving dossiers

Candidacy/nomination dossiers should be sent **before 12:00 PM on October 17, 2026**, via:

- Direct submission; or
- Postal delivery to the address:

+ Recipient: Phan Thi Thanh Van

+ Hiep Phuoc Industrial Park Joint Stock Company

+ Area B, Road No. 1, Hiep Phuoc IP, Hiep Phuoc Commune, Ho Chi Minh City.

+ Tel: (028) 37800345 (ext 114) or 0979774952.

5. Review of candidacy and nomination dossiers

Pursuant to the candidacy/nomination dossiers of shareholders/shareholder groups and the candidates' dossiers, the Board of Directors will review candidates meeting the prescribed standards and conditions to submit to the 2026 Extraordinary General

Meeting of Shareholders for additional election of members of the Board of Directors and the Supervisory Board for Term IV (2022 – 2027).

Candidates and nominating shareholders/shareholder groups shall be fully responsible for the truthfulness and accuracy of the candidacy/nomination dossiers.

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

Recipients:

- Valued Shareholders;
- Information disclosure;
- Archived: Clerical, Company Secretariat.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



Nguyễn Văn Thịnh

