CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC
Digitally signed by CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC
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CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập - Tự Do - Hạnh Phúc

HIEP PHUOC CORP

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
Giấy CNĐKKD số: 0305046979 - Điện thoại: (84-28) 37800345; 37800350; 37800351 - Fax: (84-28) 37800341
E-mail: hiepphuocco@hiepphuoc.com Website: www.hiepphuoc.com

No.: 14 /2026/TB-HIPC-HDQT *Ho Chi Minh City, November 26, 2026*

NOTICE ON NOMINATION AND CANDIDACY FOR ADDITIONAL ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD 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;
- The Charter on Organization and Operation (6th amendment) of Hiep Phuoc Industrial Park Joint Stock Company;
- The Internal Regulations on Corporate Governance (3rd amendment) issued under Resolution No. 19/2023/NQ-HIPC-HDQT dated May 10, 2023 of the Board of Directors;
- Resolution No. 23/2026/NQ-HIPC-HDQT dated November 26, 2026 of the Board of Directors of the Company on approving the update of the personnel list, draft preparatory procedures, and documents serving the 2026 Extraordinary General Meeting of Shareholders;
- The shareholder list finalized on November 20, 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 Supervisory Board for Term IV (2022 – 2027), the Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company (HIPC) respectfully notifies Valued Shareholders regarding the nomination and candidacy for additional election of members of the Board of Directors and Supervisory Board, specifically as follows:

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

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

2. Regulations on nomination and candidacy for additional election of members of the BOD and 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 Extraordinary General Meeting of Shareholders: **01 member.**
- Number of Supervisory Board members for Term IV (2022-2027) to be additionally elected at the 2026 Extraordinary General Meeting of Shareholders: **01 member.**

2.2. Conditions for candidacy and nomination

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

- **Number of candidates nominated to the Board of Directors:**
  - From 5% to under 10%: Entitled to nominate up to one (01) candidate.
  - From 10% to under 30%: Entitled to nominate up to two (02) candidates.
  - From 30% to under 40%: Entitled to nominate up to three (03) candidates.
  - From 40% to under 50%: Entitled to nominate up to four (04) candidates.
  - From 50% to under 60%: Entitled to nominate up to five (05) candidates.
  - From 60% to under 70%: Entitled to nominate up to six (06) candidates.
  - From 70% to under 80%: Entitled to nominate up to seven (07) candidates.
  - From 80% to under 90%: Entitled to nominate up to eight (08) candidates.
- **Number of candidates nominated to the Supervisory Board:**
  - From 5% to under 10%: Entitled to nominate up to one (01) candidate.

- From 10% to under 30%: Entitled to nominate up to two (02) candidates.
- From 30% to under 40%: Entitled to nominate up to three (03) candidates.
- From 40% to under 50%: Entitled to nominate up to four (04) candidates.
- From 50% to under 60%: Entitled to nominate up to 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 Joint Stock Company – 6th amendment in 2019).

2.3. Standards and conditions for Candidates to the Board of Directors

Pursuant to Article 26 of the HIPC Charter and Article 155 of the Law on Enterprises, individuals running for or nominated to the Board of Directors must fully satisfy the following legal and professional standards:

- Having full civil act capacity; not falling under entities prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises (such as cadres, civil servants, public employees, police/military officers, persons undergoing criminal prosecution or serving prison sentences, etc.).
- Having professional qualifications and experience in business administration or in the Company's business lines and sectors (real estate business, industrial park infrastructure, logistics services, etc.).
- A BOD member does not necessarily have 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 BOD member of the Company may concurrently be a BOD member of another company (Article 155.1.c of the Law on Enterprises).

2.4. Standards and conditions for Candidates to the Supervisory Board

Pursuant to Article 37.2 of the HIPC Charter and Article 169 of the Law on Enterprises, Supervisors of HIPC must meet the following professional and independence standards:

- Having full civil act capacity and not falling under entities prohibited from managing enterprises.
- Trained in one of the specialties of economics, finance, accounting, auditing, law, business administration, or a specialty relevant to the Company's business operations.

- A Supervisor does not necessarily have to be a shareholder or employee of the Company (Article 169.1.d of the Law on Enterprises).
- Exclusions to ensure the objective independence of the Supervisory Board (Article 37.2 of the HIPC Charter & Articles 169.1, 169.2 of the Law on Enterprises):
  - *Must not be a Company manager (must not concurrently be a BOD member, 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 auditing firm currently auditing HIPC's financial statements during the three (03) immediately preceding years.*
  - *Must not be a family relative (spouse, biological parent, adoptive parent, biological child, adopted child, biological sibling) of a BOD member, the General Director, or other managers of the Company.*

3. Candidacy and nomination dossier:

- Candidacy/Nomination Form for BOD and Supervisory Board (as per template);
- Candidate's Curriculum Vitae (as per template);
- Documents/vouchers proving continuous ownership of ordinary shares for at least 06 months by the shareholder or group of shareholders as prescribed;
- Copy of the candidate's identification document (Citizen ID/ID Card/Passport);
- Copies of diplomas and certificates evidencing professional qualifications.

Note: Valued Shareholders/groups of shareholders please download the templates for the BOD and Supervisory Board Candidacy/Nomination Form, Curriculum Vitae, etc., at the website *https://hiepphuoc.com/trang-tai-lieu-co-dong.html/* starting from November 26, 2026.

4. Deadline and venue for receiving dossiers

Candidacy/nomination dossiers please submit **before 17:00 on December 08, 2026**, via:

- Direct submission; or
- Postal delivery to the address:
  + *Recipient: Phan Thi Thanh Van*
  + *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) 37800345 (ext 114) or 0979774952*

5. Review of candidacy and nomination dossiers

Based on the candidacy/nomination dossiers of shareholders/groups of shareholders and 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 Supervisory Board for Term IV (2022 – 2027).

Candidates and nominating shareholders/groups of shareholders bear full responsibility for the truthfulness and accuracy of their candidacy/nomination dossiers.

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

Recipients:
- Valued Shareholders;
- Information Disclosure;
- Archived (Clerical, Company Secretary).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0305046979-C.T.C.P
CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC
H.NHÀ BÈ-T.P HỒ CHÍ MINH

Nguyen Van Thinh

SAMPLE

SOCIALIST REPUBLIC OF VIETNAM
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……., day …. month …. year 2026

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

(Applicable to a group of shareholders exercising candidacy and nomination rights)

To: **The 2026 Extraordinary 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 record date for finalizing the list of shareholders entitled to attend the Company's 2026 Extraordinary General Meeting of Shareholders, we collectively hold: ..... shares.

(In words: ..... shares)

Equivalent to: .....% of the Company's charter capital.

Comprising the shareholders named below:

No.	Shareholder / Organization Name	ID / Citizen ID / Business Registration Certificate	Number of Shares Owned	Signature and Full Name *(Seal if organization)*
1				
2				
3				
4				
5				
	Total			

We unanimously appoint:

Mr./Ms./Organization: .....

ID/Citizen ID/Passport/ERC No.: ..... Date of issue: .....

Place of issue: .....

Address: .....

Contact telephone: .....

As the representative of the shareholder group to exercise rights and procedures related to the candidacy and nomination of candidates for additional election of members of the Board

of Directors for Term IV (2022–2027) at the Company's 2026 Extraordinary General Meeting of Shareholders.

We unanimously nominate the following candidates for additional election of members of the Board of Directors for Term IV (2022–2027):

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

We confirm that the above-named shareholders agree to aggregate their owned shares to exercise candidacy and nomination rights in accordance with the law, the Company's Charter, and the Election Regulations of the 2026 Extraordinary General Meeting of Shareholders.

We take full legal responsibility for the accuracy and truthfulness of the information and documents provided in this Form.

Sincerely thank you./.

Representative of Shareholder Group

(Signature, full name, and seal if organization)

Note:

Attached dossier:

- *Copy of ID Card/Citizen ID/Passport*
- *Candidate's Curriculum Vitae.*
- *Diplomas and certificates evidencing educational and professional qualifications.*
- *Documents/vouchers proving continuous ownership of ordinary shares for 06 months or more as prescribed.*

Dossiers must be submitted before 17:00 on December 08, 2026 directly or by post:

- *Recipient: Phan Thi Thanh Van*
- *Address: Hiep Phuoc Industrial Park Joint Stock Company*
- *Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.*
- *Telephone: (028) 37.800.345 (ext 114) or mobile 0979774952*



SAMPLE

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

....., day .... month .... year 2026

CANDIDACY AND NOMINATION FORM FOR ADDITIONAL ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR TERM IV (2022-2027)

(Applicable to a single shareholder exercising candidacy and nomination rights)

To: **The 2026 Extraordinary General Meeting of Shareholders**

Hiep Phuoc Industrial Park Joint Stock Company

- Shareholder / Organization Name: .....
- ID/Citizen ID/Passport/ERC No.: ..... Date of issue: .....
  Place of issue: .....
- Telephone: ..... Fax: .....
  Email: .....
- Legal representative (if organization): .....
- Number of shares owned (As of the record date for the 2026 EGM): ..... shares.
- Equivalent to .....% of the Company's charter capital.

Pursuant to the Charter of Hiep Phuoc Industrial Park Joint Stock Company and prevailing laws:

I. I nominate myself for additional election as a BOD member of the Company for Term IV (2022 – 2027) ☐

II. I nominate the following candidates for additional election as BOD members of the Company for Term IV (2022 – 2027) ☐

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

I take full legal responsibility for the truthfulness of the contents stated above.

Sincerely thank you./.

Shareholder / Organization Representative

(Signature, full name, and seal if organization)

Note:

Attached dossier:

- *Copy of ID Card/Citizen ID/Passport*
- *Candidate's Curriculum Vitae.*
- *Diplomas and certificates evidencing educational and professional qualifications.*
- *Documents/vouchers proving continuous ownership of ordinary shares for 06 months or more as prescribed.*

Dossiers must be submitted before 17:00 on December 08, 2026 directly or by post:

- *Recipient: Phan Thi Thanh Van*
- *Address: Hiep Phuoc Industrial Park Joint Stock Company*
- *Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.*
- *Telephone: (028) 37.800.345 (ext 114) or mobile 0979774952*

SAMPLE

CURRICULUM VITAE OF CANDIDATE FOR ADDITIONAL ELECTION OF MEMBER OF THE BOARD OF DIRECTORS FOR TERM IV (2022-2027)

1. Full name: ..... Gender:.....
2. Date of birth: ...../...../..... Nationality: .....
3. ID/Citizen ID/Passport No.: ..... Date of issue: ..... Place of issue: .....
4. Hometown: .....
5. Permanent address: .....
6. Contact telephone: .....
7. Educational level: .....
8. Professional qualification: .....
9. Political qualification: .....
10. Working history *(briefly state workplaces, positions, and occupations held)*:

Period	Workplace	Position

11. Current position and workplace: .....
12. Number of shares currently held at Hiep Phuoc Industrial Park Joint Stock Company:
    - In figures: .....
    - In words: .....

    Of which: + *Personal ownership:* ..... *shares*

    + *Representative ownership:* ..... *shares*

I hereby certify that the above statements are completely true. If untrue, I shall take full responsibility before the law.

Confirmation of current workplace / represented organization or local authority (if any)

....., day ..... month ..... year 2026

Declarant

(Signature and full name)

SAMPLE

SOCIALIST REPUBLIC OF VIETNAM
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……., day …. month …. year 2026

CANDIDACY AND NOMINATION FORM FOR ADDITIONAL ELECTION OF MEMBERS OF THE SUPERVISORY BOARD FOR TERM IV (2022-2027)

(Applicable to a group of shareholders exercising candidacy and nomination rights)

To: **The 2026 Extraordinary 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 record date for finalizing the list of shareholders attending the Company's 2026 Extraordinary General Meeting of Shareholders, we collectively hold ..... shares.

(In words: ..... shares)

Equivalent to .....% of the Company's charter capital.

Comprising the members named in the list below:

No.	Shareholder / Organization Name	ID / Citizen ID / Business Registration Certificate	Number of Shares Owned	Signature and Full Name *(Seal if organization)*
1				
2				
3				
4				
5				
	Total			

We unanimously appoint:

Mr./Ms./Organization: .....

ID/Citizen ID/Passport/ERC No.: ..... Date of issue: .....

Place of issue: .....

Address: .....

Contact telephone: .....

As the representative of the shareholder group to exercise rights and procedures related to the candidacy and nomination of candidates for additional election of members of the Supervisory Board for Term IV (2022–2027) at the Company's 2026 Extraordinary General Meeting of Shareholders.

We unanimously nominate the following candidates for additional election of members of the Supervisory Board for Term IV (2022–2027):

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

   ID/Citizen ID/Passport No.: ..... Date of issue: .....

   Place of issue: .....

   Permanent address: .....

   Educational level: ..... Major: .....

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

   ID/Citizen ID/Passport No.: ..... Date of issue: .....

   Place of issue: .....

   Permanent address: .....

   Educational level: ..... Major: .....

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

   ID/Citizen ID/Passport No.: ..... Date of issue: .....

   Place of issue: .....

   Permanent address: .....

   Educational level: ..... Major: .....

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

   ID/Citizen ID/Passport No.: ..... Date of issue: .....

   Place of issue: .....

   Permanent address: .....

   Educational level: ..... Major: .....

We confirm that the above-named shareholders agree to aggregate their owned shares to exercise candidacy and nomination rights in accordance with the law, the Company's Charter, and the Election Regulations of the 2026 Extraordinary General Meeting of Shareholders.

We take full legal responsibility for the accuracy and truthfulness of the information and documents provided in this Form.

Sincerely thank you./.

Representative of Shareholder Group

(Signature, full name, and seal if organization)

Note:

Attached dossier:

- *Copy of ID Card/Citizen ID/Passport*
- *Candidate's Curriculum Vitae.*
- *Diplomas and certificates evidencing educational and professional qualifications.*
- *Documents/vouchers proving continuous ownership of ordinary shares for 06 months or more as prescribed.*

Dossiers must be submitted before 17:00 on December 08, 2026 directly or by post:

- *Recipient: Phan Thi Thanh Van*
- *Address: Hiep Phuoc Industrial Park Joint Stock Company*
- *Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.*
- *Telephone: 028-37.800.345 (ext 114) or mobile 0979774952*

SAMPLE

SOCIALIST REPUBLIC OF VIETNAM
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……, day …. month …. year 2026

CANDIDACY AND NOMINATION FORM FOR ADDITIONAL ELECTION OF MEMBERS OF THE SUPERVISORY BOARD FOR TERM IV (2022-2027)

(Applicable to a single shareholder exercising candidacy and nomination rights)

To: **The 2026 Extraordinary General Meeting of Shareholders**

Hiep Phuoc Industrial Park Joint Stock Company

- Shareholder / Organization Name: .....
- ID/Citizen ID/Passport/ERC No.: ..... Date of issue: .....
  Place of issue: .....
- Telephone: ..... Fax: .....
  Email: .....
- Legal representative (if organization): .....
- Number of shares owned (As of the record date for the 2026 EGM): ..... shares.
- Equivalent to .....% of the Company's charter capital.

Pursuant to the Charter of Hiep Phuoc Industrial Park Joint Stock Company and prevailing laws:

I. I nominate myself for additional election as a Supervisory Board member of the Company for Term IV (2022 – 2027) ☐

II. I nominate the following candidates for additional election as Supervisory Board members of the Company for Term IV (2022 – 2027) ☐

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

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

ID/Citizen ID/Passport No.: ..... Date of issue: .....

Place of issue: .....

Permanent address: .....

Educational level: ..... Major: .....

I take full legal responsibility for the truthfulness of the contents stated above.

Sincerely thank you./.

Shareholder / Organization Representative

(Signature, full name, and seal if organization)

Note:

Attached dossier:

- *Copy of ID Card/Citizen ID/Passport*
- *Candidate's Curriculum Vitae.*
- *Diplomas and certificates evidencing educational and professional qualifications.*
- *Documents/vouchers proving continuous ownership of ordinary shares for 06 months or more as prescribed.*

Dossiers must be submitted before 17:00 on December 08, 2026 directly or by post:

- *Recipient: Phan Thi Thanh Van*
- *Address: Hiep Phuoc Industrial Park Joint Stock Company*
- *Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City.*
- *Telephone: (028) 37.800.345 (ext 114) or mobile 0979774952*

SAMPLE

CURRICULUM VITAE OF CANDIDATE FOR ADDITIONAL ELECTION OF MEMBER OF THE SUPERVISORY BOARD FOR TERM IV (2022-2027)

1. Full name: ..... Gender:.....
2. Date of birth: ...../...../..... Nationality: .....
3. ID/Citizen ID No.: ..... Date of issue: .....Place of issue:.....
4. Hometown: .....
   .....
5. Permanent address: .....
6. Contact telephone: .....
7. Educational level: .....
8. Professional qualification: .....
9. Political qualification: .....
10. Working history *(briefly state workplaces, positions, and occupations held)*:

Period	Workplace	Position

11. Current position and workplace: .....
12. Number of shares currently held at Hiep Phuoc Industrial Park Joint Stock Company:
    - In figures: .....
    - In words: .....

    Of which: *+ Personal ownership: ..... shares*

    + Representative ownership: ..... shares

I hereby certify that the above statements are completely true. If untrue, I shall take full responsibility before the law.

Confirmation of current workplace / represented organization or local authority (if any)

....., day ___ month ___ year 2026

Declarant

(Signature and full name)

SAMPLE

2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
ELECTION BALLOT FOR ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS
DELEGATE CODE: HPI.....

Delegate's Full Name: .....

Number of shares owned: ..... shares.

Number of authorized shares: ..... shares.

Total number of shares represented: ..... shares.

Total number of election votes: ..... votes.

I agree to elect additional member(s) of the Board of Directors for the 2022-2027 term as follows:

No.	Candidate's Full Name	Equal Cumulative	Number of Votes (for each
1	A		
2	B		
3	C		
4	D		
5	E		
6	F		
7	G		

Instructions:

1. *Delegates may elect up to the maximum number of seats to be elected (01 member).*
2. *If allocating all votes equally to one or more candidates, delegates mark the "Equal Cumulative Voting" box of the corresponding candidate(s).*
3. *If allocating unequal votes to multiple candidates, delegates clearly write the number of votes in the "Number of Votes" box of the corresponding candidate(s).*

December 22, 2026

DELEGATE

(Signature and Full Name)

SAMPLE

2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
ELECTION BALLOT FOR THE SUPERVISORY BOARD
DELEGATE CODE: HPI.....

Delegate's Full Name: .....
Number of shares owned: ..... shares.
Number of authorized shares: ..... shares.
Total number of shares represented: ..... shares.
Total number of election votes: ..... votes.

I agree to elect the Supervisory Board for the 2022-2027 term as follows:

No.	Candidate's Full Name	Equal Cumulative	Number of Votes (for each
1	A		
2	B		
3	C		
4	D		
5	E		
6	F		
7	G		

Instructions:

1. *Delegates may elect up to the maximum number of seats to be elected (01 member).*
2. *If allocating all votes equally to one or more candidates, delegates mark the "Equal Cumulative Voting" box of the corresponding candidate(s).*
3. *If allocating unequal votes to multiple candidates, delegates clearly write the number of votes in the "Number of Votes" box of the corresponding candidate(s).*

December 22, 2026
DELEGATE
(Signature and Full Name)

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập - Tự Do - Hạnh Phúc

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
Giấy CNĐKKD số: 0305046979 - Điện thoại: (84-28) 37800345; 37800350; 37800351 - Fax: (84-28) 37800341
E-mail: hiepphuocco@hiepphuoc.com Website: www.hiepphuoc.com

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

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;
- The Charter on Organization and Operation of Hiep Phuoc Industrial Park Joint Stock Company (6th amendment) approved by the 2019 Annual General Meeting of Shareholders;
- The Internal Regulations on Corporate Governance (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 Additional Election of Members of the Board of Directors (BOD) and Supervisory Board (SB) for Term IV (2022 - 2027) with the objectives of:

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

I. Regulations on Additional Election of Members of the Board of Directors and Supervisory Board for Term IV (2022-2027)

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

- Number of Board of Directors members to be additionally elected: **01 member.**

- Number of Supervisory Board members to be additionally elected: **01 member.**

2. Election ballots:

- The Election Ballot for additional BOD members and the Election Ballot for additional Supervisory Board members for Term IV (2022-2027) have candidates' names printed in alphabetical order and bear the Company's hanging seal.
- Each shareholder or authorized representative is issued 01 (one) Election Ballot for BOD members and 01 (one) Election Ballot for Supervisory Board members.
- The Election Ballot has pre-printed 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 / Supervisory Board members to be elected*).

3. Conditions for being elected:

- Elected candidates are determined by the number of votes received in descending order, starting from the candidate with the highest number of votes until the required number of BOD and SB members is reached. In case two (02) or more candidates receive an equal number of votes for the final seat of the BOD or SB, a re-election shall be conducted among those candidates with equal votes.
- In case the election does not yield the required number of BOD or SB members, the incumbent BOD/Supervisory Board may nominate additional candidates or organize nominations under the Company's prescribed mechanism. The General Meeting shall conduct a second round of election. If the required number of members is still not met after the second round, the General Meeting shall decide whether to continue the election.

II. Election Principles for BOD and SB Members for Term IV (2022 - 2027)

1. Election principles:

- The election of BOD and SB members is conducted by the 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 to each respective body.
- Shareholders fill in the number of confidence votes such that the total number of votes cast for candidates is less than or equal to the total number of votes the shareholder is entitled to cast. The number of votes allocated to candidates does not need to be equal. Shareholders have the right to allocate all of their total votes to one or several candidates whom they trust.
- If a shareholder does not vote for a candidate on the list, leave the vote box for that person blank.

- The voting ratio is calculated based on the number of votes received by the candidate divided by the total number of voting shares of all shareholders attending the General Meeting.
- Example of the cumulative voting principle: Shareholder Dang Van X owns **1,000 shares** and elects 01 BOD member and 01 Supervisory Board member:
  + For BOD election (electing 01 member): Total votes of shareholder Dang Van X are **1,000 x 1 = 1,000 votes.**
  + For Supervisory Board election (electing 01 member): Total votes of shareholder Dang Van X are **1,000 x 1 = 1,000 votes.**

2. Provisions on election ballots:

- **Valid election ballots:**
  + Ballots issued by the Organizing Committee of the General Meeting, bearing the Company's hanging seal;
  + Ballots electing the exact or fewer number of members required to be elected;
  + Ballots whose total cast votes are less than or equal to the total number of votes the shareholder is entitled to cast;
  + Ballots bearing a signature and full name.
- **Invalid election ballots:**
  + Ballots not issued by the Organizing Committee or lacking the Company's hanging seal;
  + Ballots electing more than the number of members required to be elected;
  + Ballots whose total cast votes exceed the total number of votes the shareholder is entitled to cast;
  + Ballots with additional names written outside the list of candidates approved by the General Meeting;
  + Torn ballots.

III. Effectiveness:

- The Regulations on Additional Election of Members of the BOD and SB for Term IV (2022-2027) take effect when approved by the 2026 Extraordinary General Meeting of Shareholders with a minimum approval rate of **51%** of the total voting shares of shareholders **attending and voting** at the General Meeting.

2026 EXTRAORDINARY GENERAL MEETING
OF SHAREHOLDERS