CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC
Digitally signed byCÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC
DN: C=VN, S=Hồ Chí Minh, CN=CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC, OID.0.9.2342.19200300.100.1.1=MST:0305046979
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(Draft)

No.: 04/2026/TTr-HIPC-HDQT *Ho Chi Minh City, December 2026*

SUBMISSION NO. 4

Re: Dismissal and additional election of members of the Board of Directors and Supervisory Board for Term IV (2022 - 2027)

To: THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law Amending and Supplementing a Number of Articles of the Law on Securities No. 03/2022/QH15 dated January 11, 2022;*
- *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 (2nd amendment) of Hiep Phuoc Industrial Park Joint Stock Company;*
- *Resolution No. 21/2026/NQ-HIPC-HDQT dated October 05, 2026 of the Board of Directors of the Company on agreeing on the personnel list, draft preparatory procedures, and documents submitted to the 2026 Extraordinary General Meeting of Shareholders;*
- *The shareholder list finalized on October 01, 2026 to exercise the right to attend the 2026 Extraordinary General Meeting of Shareholders;*
- *Notice No. /2026/TB-HIPC-HDQT dated November 26, 2026 of the Board of Directors sent to shareholders regarding nomination and candidacy for additional election of members of the Board of Directors and Supervisory Board for Term IV (2022 – 2027);*
- *Documents and dossiers for nomination and candidacy of personnel participating in the additional election of members of the Board of Directors and Supervisory Board for Term IV (2022-2027) submitted by shareholders to the Company up to 12:00 PM on December 08, 2026;*
- *Resolution No. /2026/NQ-HIPC-HDQT dated / /2026 of the Board of Directors on approving the list of candidates participating in the election 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 respectfully submits to the 2026 Extraordinary General Meeting of Shareholders the contents regarding personnel of the Board of Directors and Supervisory Board for Term IV (2022-2027) for consideration and approval by the 2026 Extraordinary General Meeting of Shareholders, specifically as follows:

1. Approving the dismissal of membership of the Board of Directors for Term IV (2022 - 2027) for the following Mr./Ms.:

No.	Full Name	Position	Reason
1	Tran Thi Hanh Tien	BOD Member	Resignation letter dated August 11, 2026

2. Approving the dismissal of membership of the Supervisory Board for Term IV (2022 - 2027) for the following Mr./Ms.:

No.	Full Name	Position	Reason
1	Le Nguyen Khanh Ngoc	Supervisory Board Member	Resignation letter dated September 07, 2026

3. Approving the number of members of the Board of Directors for Term IV (2022-2027) to be additionally elected at the 2026 Extraordinary General Meeting of Shareholders as: 01 member.

4. Approving the number of members of the Supervisory Board for Term IV (2022-2027) to be additionally elected at the 2026 Extraordinary General Meeting of Shareholders as: 01 member.

5. Approving the Regulations on Additional Election of Members of the Board of Directors and Supervisory Board for Term IV (2022-2027) *(Draft Regulations attached).*

6. Approving the list of candidates participating in the additional election of members of the Board of Directors for Term IV (2022-2027) comprising the following Mr./Ms.: *(Curriculum Vitae of candidates attached).*

No.	Candidate's Full Name	Information on Nominating Shareholder		
		Nominating Shareholder's Name	Shares Owned	Ratio/Charter Capital
1				

7. Approving the list of candidates participating in the additional election of members of the Supervisory Board for Term IV (2022-2027) comprising the following Mr./Ms.: *(Curriculum Vitae of candidates attached).*

No.	Candidate's Full Name	Information on Nominating Shareholder		
		Nominating Shareholder's Name	Shares Owned	Ratio/Charter Capital
1				

The Board of Directors respectfully submits to the General Meeting,

Recipients:

- *As addressed;*
- *Information disclosure of GM documents;*
- *Archived.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Van Thinh