

PROPOSAL

(Subject: Election of Board Members for the 2026-2031 term)

To: The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- *Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;*
- *Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;*
- *Based on the Company's Articles of Organization and Operation,*

In 2026, the 5-year term (2020-2025) of the Board of Directors of Tan Phu Vietnam Joint Stock Company ("the Company") will end, and the members of the Board of Directors for the 2020-2025 term will automatically cease to be eligible. Therefore, based on the provisions of the 2020 Enterprise Law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the election of members of the Board of Directors for the new term 2026-2031 as follows:

1. Number of members voting:

The Company's Board of Directors proposes that the Board of Directors for the 2026-2031 term consist of 5 members, including at least 1 independent board member and 1 non-executive board member

2. Criteria for Candidates for Board of Directors Membership:

- Candidates for Board of Directors membership and independent candidates for Board of Directors membership must meet the conditions stipulated in the 2020 Enterprise Law, the 2019 Securities Law, Government Decree No. 155/2020/ND-CP issued on December 31, 2020, amending and supplementing regulations detailing the implementation of certain articles of the Securities Law, and the Company's Charter.

- Candidates may self-nominate or be nominated by shareholders/groups of shareholders/authorized representatives of shareholders/groups of shareholders with the right to nominate and/or candidates nominated by the incumbent Board of Directors as stipulated in the 2020 Enterprise Law and the Company's Charter.

3. List of candidates elected to the Board of Directors for the term 2026 – 2031:

The list of candidates is compiled from individuals who meet the above-mentioned qualifications and conditions and have submitted complete dossiers to the Company within the deadline as stated in the Notice regarding the nomination and candidacy of Board of Directors members for the 2026-2031 term.

If, after the deadline for receiving nomination and candidacy dossiers for Board of Directors members, the number of nominated and elected candidates is still insufficient, the incumbent Board of Directors will nominate additional candidates to meet the required number as stipulated in this Proposal.

The official list of Board of Directors candidates will be announced at the General Meeting before the election.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed)

TRAN DUC HUY