

NOTIFICATION**Regarding the nomination and election of members of the Board of Directors of Tan Phu Vietnam Joint Stock Company for the term 2026-2031**

The Board of Directors of Tan Phu Vietnam Joint Stock Company ("the Company") respectfully announces to its Shareholders the nomination and candidacy for members of the Board of Directors ("BOD") for the term 2026 - 2031 of the Company, specifically as follows:

1. Number of additional Board of Directors members to be elected for the 2026-2031 term:

According to the Board of Directors' proposal at the Company's 2026 Annual General Meeting of Shareholders regarding the election of Board members for the 2026-2031 term.

2. Standards and conditions for nominating and running for Board of Directors Member:

Individuals nominated or running for positions as Board Members and Independent Board Members of the Company must meet the standards and conditions stipulated in Article 155 of the Enterprise Law and the Company's Charter.

3. Conditions for nominating and electing Board members:

- Shareholders holding voting shares in the Company have the right to nominate/nominate candidates for the position of Board of Directors, either individually or collectively.
- Shareholders or groups of shareholders holding between 10% and less than 20% of the shares have the right to nominate one candidate for the Board of Directors;
- Shareholders or groups of shareholders holding between 20% and less than 30% of the shares have the right to nominate a maximum of two candidates for the Board of Directors;
- Shareholders or groups of shareholders holding between 30% and 40% of the shares have the right to nominate a maximum of 3 candidates for the Board of Directors;
- Shareholders or groups of shareholders holding between 40% and less than 50% of the shares have the right to nominate a maximum of 4 candidates for the Board of Directors;
- Shareholders or groups of shareholders holding between 50% and less than 65% of the shares have the right to nominate a maximum of 05 candidates for the Board of Directors;
- Shareholders or groups of shareholders holding 65% or more of the shares are entitled to nominate the required number of members;

If the number of candidates for the Board of Directors nominated through application and candidacy is still insufficient to meet the required number as stipulated in Clause 1 above, the incumbent Board of Directors has the right to nominate additional candidates to reach the required number.

4. Components of the nomination/application dossier:

- Nomination and candidacy form for Board of Directors members (according to template);
- Resume completed by the applicant (using the provided template)
- Copies of national identity card/passport and educational certificates/diplomas;
- A valid power of attorney for nomination (in case a shareholder authorizes another person to make the nomination).

5. Nomination and candidacy methods:

To facilitate information compilation and allow sufficient time for review in accordance with regulations, nomination/candidate documents must be submitted to the Company's General Meeting Organizing Committee before 5 PM on May 23, 2025, at the following address:

Tan Phu Vietnam Joint Stock Company

- **Address:** Inochi Office located at 258B Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City, Vietnam.
- **Phone:** 028.28.609.003

6. List and information of candidates:

Only candidates who meet the above-mentioned criteria and conditions for Board of Directors membership, are nominated by shareholders/groups of shareholders with the right to run for election, and have submitted complete and valid application documents to the Company within the deadline specified in this Notice, will be included in the list of candidates announced at the General Meeting.

We are pleased to announce!

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed)

TRAN DUC HUY