CÔNG TY CỔ PHẦN THÀNH THÀNH CÔNG - BIÊN HÒA

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ELECTION RULES FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS
AT THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2025–2026
OF THANH THANH CONG – BIEN HOA JOINT STOCK COMPANY

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on 17 June 2020, as amended and supplemented from time to time (the "Law on Enterprises"), and its implementing regulations;
- The Law on Securities No. 54/2019/QH14 adopted by the National Assembly on 26 November 2019, as amended and supplemented from time to time, and its implementing regulations;
- The current Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company, as amended and supplemented from time to time (the "Charter");
- The Rules of Procedure of the Extraordinary General Meeting of Shareholders for the Fiscal Year 2025–2026 of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the "Meeting Rules"); and
- Proposal No. 04 regarding the approval of the increase in the number of members of the Board of Directors included in the Meeting materials, and Proposal No. 05 regarding the approval of the election of additional members of the Board of Directors included in the Meeting materials.

These Election Rules for the Election of Members of the Board of Directors (the "Election Rules") at the Extraordinary General Meeting of Shareholders for the Fiscal Year 2025–2026 of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the "Company") are hereby issued with the following provisions:

Article 1. Scope of Application

1. These Election Rules set out the provisions governing the election of members of the Board of Directors ("Board of Directors" or "BOD") of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the "Company") at the Meeting.
2. Capitalized terms and abbreviations not otherwise defined or interpreted in these Election Rules shall have the meanings assigned to them in the Meeting Rules.

Article 2. Eligible Voters

Eligible voters are Delegates as defined in Article 2.6 of the Meeting Rules.

Article 3. Qualifications and Eligibility of Candidates for Election or Nomination to the Board of Directors

1. A member of the Board of Directors must satisfy the requirements set out in Clause 1, Article 155 of the Law on Enterprises.
2. A member of the Board of Directors must also satisfy the qualifications and eligibility requirements prescribed in the Charter, the Internal Regulations on Corporate Governance, the Regulations on the Organization and Operation of the Board of Directors, other internal rules and regulations of the Company, applicable laws, and relevant implementing regulations.

Article 4. Number of Board Members to be Elected

The number of members of the Board of Directors to be elected at the Meeting is two (02).

Article 5. General Principles of Election

1. Voting method: The election shall be conducted by electronic voting through the Electronic Voting System in accordance with the Meeting Rules.
2. Election method: Cumulative voting.
3. Each Delegate shall have a total number of votes equal to the number of voting shares held (including shares owned and shares represented under authorization) multiplied by the number of Board members to be elected, according to the following formula:

Total Number of Votes	=	Total Number of Voting Shares	X	Number of BOD Members to be Elected

Each Delegate may allocate all or part of his/her total votes to one or more candidates for the Board of Directors.

Example: A Delegate holding 100 voting shares is entitled to elect two (02) members of the Board of Directors from five (05) candidates. The Delegate will have a total of 200 votes (100 × 2 = 200 votes). The Delegate may allocate all 200 votes to one candidate or distribute them among one or more candidates of his/her choice.

Article 6. Election Procedures and Vote Counting Minutes

1. The organization of the election, the voting period, and the conduct of voting through the Electronic Voting System shall be implemented in accordance with the Meeting Rules.
2. Delegates shall cast their votes on the Electronic Voting System by allocating all or part of their total votes to one or more candidates using the cumulative voting method prescribed in Article 5 of these Election Rules. The total votes allocated to all candidates must not exceed the Delegate's total voting entitlement.
3. During the voting period, Delegates may amend their voting results on the Electronic Voting System. The Electronic Voting System shall record only the Delegate's final voting result at the time the voting closes, as announced by the Chairperson.
4. The Vote Counting Committee shall prepare the Minutes of Vote Counting based on the voting results recorded by the Electronic Voting System and announce the election results to the Meeting.
5. The Vote Counting Committee shall be responsible for the accuracy and truthfulness of the announced vote-counting results.

Article 7. Determination of Elected Members of the Board of Directors

1. Candidates shall be elected in descending order of the number of votes received, starting with the candidate receiving the highest number of votes until the required number of Board members has been elected.
2. If two (02) or more candidates receive an equal number of votes for the final position to be filled on the Board of Directors, the older candidate shall be deemed elected.
3. If the required number of Board members is not elected, the General Meeting of Shareholders shall conduct additional rounds of voting until the required number has been elected.

Article 8. Implementation

These Election Rules shall be publicly presented to the General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting.

Any matters relating to the election and the determination of elected members of the Board of Directors that are not specifically provided for in these Election Rules shall be governed by applicable laws, the Charter, and the Company's other internal rules and regulations.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRLADY

DANG HUYNH UC MY