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ELECTION REGULATIONS
FOR MEMBERS OF THE BOARD OF DIRECTORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2023 – 2024

CÔNG TY CỔ PHẦN THÀNH THÀNH CÔNG - BIÊN HÒA M.S.D.N: 3900244389 - C.T.C - H.TÂN CHÂU - T.TÂY NINH

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020 ("**Enterprise Law**");*
- *Law on Securities No. 54/2019/QH14 dated November 26th, 2019 and guiding documents;*
- *Decree No. 155/2020/NĐ-CP dated December 31st, 2020;*
- *Current Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company ("**Charter**");*
- *The Working Regulations of Annual General Meeting of Shareholders for the fiscal year 2023 – 2024 **("Working Regulations")**;*
- *Pursuant to the contents of Proposal No. 08 regarding the dismissal of a member of the Board of Directors **("Proposal 08")**; Proposal No. 09 regarding the approval of the resignation letter dated October 21, 2024 submitted by Ms. Vo Thuy Anh, an Independent Member of the Board of Directors **("Proposal 09")**; and Proposal No. 10 regarding the adjustment of the number of members of the Board of Directors **("Proposal 10")**, as included in the General Meeting of Shareholders' materials,*

This Election Regulations for members of the Board of Directors ("**BOD**") at the Annual General Meeting of Shareholders for the fiscal year 2023 – 2024 of Thanh Thanh Cong – Bien Hoa JSC ("**Election Regulations**") includes the following articles:

Article 1. Governing scope

The Election Regulations include provisions on election of members of the BOD of Thanh Thanh Cong - Bien Hoa Joint Stock Company at the Annual General Meeting of Shareholder for the fiscal year 2023 – 2024.

Terms and abbreviations which are not otherwise defined, interpreted in this Election Regulations shall be referred respectively in the Working Regulations.

Article 2. Subjects entitled to vote

Participant as prescribed in Article 2.5 of the Working Regulations.

Article 3. Criteria for candidates to be elected as members of the Board of Directors

3.1. Members of the BOD meet the provisions of Clause 1, Article 155 of the Enterprise Law.

3.2. Members of the BOD must meet the standards and conditions according to the Charter, Internal regulations on Corporate Governance, Operating regulations of the BOD, other internal regulations and rules of the Company, legal regulations and related implementing guidelines.

Article 4. Quantity of members of the BOD to be elected:

Based on the shareholders' voting results on the issues presented in Proposal No. 08, Proposal No. 09, and Proposal No. 10 as per the Meeting Documents, the number of Board members to be additionally elected shall be determined as follows:

No.	Criteria	Number of Board Members to be additionally elected
1.	The General Shareholders approve all three Proposals No. 08, No. 09, and No. 10	02 Board Members

No.	Criteria	Number of Board Members to be additionally elected
2.	The General Shareholders (i) does not approve Proposal No. 08; and (ii) approves Proposals No. 09 and No. 10	01 Board Member
3.	The General Shareholders (i) does not approve Proposals No. 08 and No. 09; and (ii) approves Proposal No. 10	The Board of Directors has sufficient members; no additional election required
4.	The General Shareholders (i) does not approve Proposals No. 08 and No. 10; and (ii) approves Proposal No. 09	03 Board Members
5.	The General Shareholders (i) approves Proposal No. 08; and (ii) does not approve Proposals No. 09 and No. 10	03 Board Members
6.	The General Shareholders (i) approves Proposals No. 08 and No. 09; and (ii) does not approve Proposal No. 10	04 Board Members
7.	The General Shareholders (i) approves Proposals No. 08 and No. 10; and (ii) does not approve Proposal No. 09	01 Board Member
8.	The General Meeting does not approve all three Proposals No. 08, No. 09, and No. 10	02 Board Members

In the event that the number of elected members of the Board of Directors does not satisfy the minimum requirement for independent members as stipulated by the Enterprise Law and the Company's Charter, the Board of Directors shall submit the issue to the General Meeting of Shareholders for decision.

Article 5. General principles of election

5.1. Principle of election: the election shall be conducted via confidential voting.

5.2. Method of election: cumulative voting.

5.3. Each Shareholder has a total number of votes corresponding to the total number of voting shares (including shares owned by the Shareholder and authorized shares) multiplied by the number of elected members of the Board of Directors. Specifically, according to the following formula:

$$\boxed{\text{Total votes}} = \boxed{\text{Total number of voting shares}} \times \boxed{\text{Number of elected BOD members}}$$

Shareholders can cast all or part of their total votes for one or several candidates they want to elect.

<u>*For example*</u>*: A shareholder has 100 voting shares. The number of members of the BOD to be elected is 02 people, the number of candidates for the BOD is 05 people. The number of votes for the content of the election of BOD members of the shareholder is 200 votes (100 x 02 = 200 votes). A shareholder can cast all 200 votes for one candidate or several candidates he wants to elect.*

Article 6. Election voting paper and electing

6.1. The form of the election voting paper: stated on the election Voting paper.

6.2. List of candidates for the election of members of the BOD must include full names of candidates which would be arranged in alphabetical order. List of candidates for the election of members of the BOD will be stated on the election voting paper.

6.3. Election voting paper and how to fill in the election voting paper:

a) Form of election voting paper:

- Election voting papers are uniformly printed and distributed by the Organizing Committee to shareholders/authorized representatives at the Meeting.
- Each election voting paper has the Company's stamp or a distinguishing mark as prescribed by the Organizing Committee.
- The election voting paper is signed by the Shareholder/authorized representative.

b) Contents of election voting paper:

Each election voting paper shows the following content:

- Full name of Shareholder/authorized representative.
- Shareholder code.
- Total number of voting shares; Total number of votes.
- Number of members of the BOD to be elected.
- List of candidates for the BOD to be elected.

c) Receiving election voting paper and how to fill in election voting paper:

- Receiving election voting paper: when the Shareholder/authorized representative comes to complete the procedures to attend the General Meeting, the Shareholder/authorized representative registers to attend the meeting with the Organizing Committee and receives the election voting paper at the registration desk.
- Shareholders/authorized representatives must perform the following steps themselves:
  + Determining the total number of votes they have as prescribed in Article 5.3 of this Election Regulations.
  + Filling in the number of votes they decide to vote for each candidate in the blank box of that candidate on the election voting paper.
- In case the voter is an authorized representative (with a valid and legal authorization paper according to the Working Regulations of the General Meeting), the authorized person has the full number of votes corresponding to the number of voting shares owned by the authorized person.
- In case of incorrect entries, the Shareholder/authorized representative shall request the Vote Counting Committee to change the election voting paper.

d) Invalid election voting papers:

- Not an election voting paper according to the form issued by the Organizing Committee, not stamped with the Company's seal and/or the distinguishing mark prescribed by the Organizing Committee.
- The election voting paper is not signed and filled in by the Shareholder or authorized representative as prescribed above.

- The election voting paper is not intact, erased, scratched, edited, or has been written with another person's name or other content other than the regulations.
- The election voting paper delivered to the Vote Counting Committee after the voting session concludes and the ballot box has been sealed.
- The election voting paper has the total number of votes for the candidates exceeding the total number of voting rights held by the shareholder/authorized representative.
- The election voting paper has a total number of votes that is not determined in accordance with the provisions of Article 5.3 of the Election Rules.
- The election voting paper records information on the number of elected Board members that is not in accordance with the instructions of the Organizing Committee/Presidium.
- The election voting paper records the wrong number of votes and is crossed out/erased for correction (but does not have the Shareholder's signature confirming the correction).

e) If a Shareholder/authorized representative attends the General Meeting but does not vote or mistakenly puts the ballot in the ballot box, that Shareholder/authorized representative is considered not to have participated in the election.

Article 7. Vote counting

7.1. The Vote Counting Committee checks the election voting paper box at the place where the General Meeting is held;

7.2. Voting begins upon the announcement of the Chairperson at the General Meeting after the election voting paper box inspection is completed and ends when the last representative puts the election voting paper into the election voting paper box;

7.3. The election voting paper counting must be conducted immediately after the voting ends;

7.4. The election voting paper counting results are recorded in writing, announced by the Head of the Vote Counting Committee at the General Meeting and confirmed by the Vote Counting Supervisory Unit.

Article 8. Principles of determining the elected members of the BOD

8.1. The elected members of the BOD are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members intended to be elected is sufficient.

8.2. In case there are two (02) or more candidates with the same number of votes for the position of the BOD to be elected, the candidate with the older age will be determined as the elected member of the BOD.

8.3. In case there are not enough members of the BOD to be elected, the General Meeting will re-elect until the number is sufficient.

Article 9. Making and publishing the result of the vote counting

9.1. After counting the votes, the Vote Counting Committee must prepare vote counting minutes.

9.2. The vote counting minutes include the following basic contents: total number of Shareholders/authorized representatives attending the meeting, total number of Shareholders/authorized representatives participating in the vote; total number of voting shares of Shareholders attending the meeting and participating in the vote; number and percentage of valid and invalid votes; number of votes for each candidate.

9.3. The announcement of the election voting paper counting results is carried out in accordance with the provisions of Articles 16 and 17 of the Working Regulations of the General Meeting.

Article 10: Effectiveness

10.1. This Election Regulations shall be read publicly at the General Meeting and the Shareholders/authorized representatives shall vote before the election.

10.2. Regulations relating to the election of members of the Board of Directors that are not specified in detail in these election rules shall be applied in accordance with the provisions of law, the Charter and the internal regulations of the Company.

Tay Ninh, ……………………….....2024

OBO. GENERAL MEETING SHAREHOLDERS

CHAIRPERSON

DANG HUYNH UC MY