

Tp.HCM, May 22, 2026

**REGULATIONS ON NOMINATION AND APPLICATION
ADDING NEW MEMBERS TO THE BOARD OF DIRECTORS
AND SUPERVISORY BOARD
TERM 2023–2028**

I. Principles for Nomination and Candidacy for Members of the Board of Directors

a. Shareholders holding voting shares continuously for at least six (06) months shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Shareholders or groups of shareholders holding from 5% to under 10% of the total voting shares may nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 50% may nominate up to three (03) candidates; from 50% to under 65% may nominate up to four (04) candidates; and from 65% or more may nominate a sufficient number of candidates for the Board of Directors.

b. Candidates nominating themselves or nominated to the Board of Directors must satisfy the following conditions:

- Having full civil act capacity and not being prohibited from establishing and managing enterprises in accordance with the Law on Enterprises;
- Possessing professional qualifications and experience in business management of the Company and not necessarily being shareholders of the Company;
- A member of the Company's Board of Directors may concurrently serve as a member of the board of directors of another company;
- Members of the Board of Directors must not be related persons of the General Director and other managers of the Company in accordance with the Law on Enterprises.

II. Principles for Nomination and Candidacy for Members of the Supervisory Board

a. Shareholders shall have the right to aggregate their voting rights to nominate candidates to the Supervisory Board. Shareholders or groups of shareholders holding from 10% to under 30% of the total voting shares may nominate one (01) candidate; from 30% to under 50% may nominate up to two (02) candidates; and from 50% or

more may nominate a sufficient number of candidates to the Supervisory Board.

b. Candidates nominating themselves or nominated to the Supervisory Board must satisfy the following conditions:

- Having full civil act capacity and not being prohibited from establishing and managing enterprises in accordance with the Law on Enterprises;
- Having academic training in one of the following disciplines: economics, finance, accounting, auditing, law, or business administration;
- Not being family members of members of the Board of Directors, the Director or General Director, or other managers of the Company;
- Not being managers of the Company and not necessarily being shareholders or employees of the Company;

III. Application Dossiers for Candidacy and Nomination.

Application dossiers for candidacy or nomination for election to the Board of Directors shall include:

- Application for candidacy or nomination to the Board of Directors (in the prescribed form);
- Curriculum vitae declared by the candidate (in the prescribed form);
- Certified true copies of Permanent Residence Registration Book (or Long-term Temporary Residence Registration Certificate), Passport (for overseas Vietnamese or foreigners), and diplomas, certificates, and other documents evidencing educational and professional qualifications.
- Application dossiers for candidacy and nomination must be submitted to the headquarters of Thuan An Wood Processing Joint Stock Company before 4:00 PM on May 20, 2026.

IV. Selection of Candidates

Based on the applications for candidacy and nomination submitted by shareholders/groups of shareholders and the accompanying dossiers of candidates, the Organizing Committee of the 2026 Annual General Meeting of Shareholders shall examine the validity of each dossier. Accordingly, all self-nominated or nominated candidates whose dossiers are valid, submitted on time, and satisfy all standards and conditions for the relevant positions in accordance with these Regulations, applicable laws, and the Company's Charter, shall be included in the list of candidates for the additional election to the Board of Directors and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Thuan An Wood Processing Joint Stock Company.

**BOARD OF DIRECTORS
CHAIRPERSON**

Trinh Xuan Tien