

*Tp.HCM, May 22, 2026*

**ELECTION RULES**  
**ADDING NEW MEMBERS TO THE BOARD OF DIRECTORS AND**  
**SUPERVISORY BOARD**  
**TERM 2023-2028**

**I - Ballot:**

- Ballots for the election of members of the Board of Directors and the Supervisory Board shall be pre-printed with the full names of the candidates, arranged in alphabetical order, and stamped with the seal of Thuan An Wood Processing Joint Stock Company at the upper left corner of each ballot.
- The ballot shall contain: shareholder code, number of voting shares, and total number of voting rights.

**II. Principles for Election of Members of the Board of Directors**

The voting for the election of members of the Board of Directors and the Supervisory Board shall be conducted by the cumulative voting method. Accordingly, each shareholder shall have a total number of votes corresponding to the number of shares owned multiplied by the number of members to be elected to the Board of Directors. Specifically as follows:

**1. Number of additional members to be elected to the Board of Directors and Supervisory Board for the 2023–2028 term:**

- Election of one (01) additional member of the Board of Directors;
- Election of one (01) additional member of the Supervisory Board.

**2. Voting rights of shareholders or their representatives shall be calculated as follows:**

- Votes for election of members of the Board of Directors: equal to the number of shares owned by the shareholder or shareholder representative multiplied by the number of Board members to be elected;
- Votes for election of members of the Supervisory Board: equal to the number of shares owned by the shareholder or shareholder representative multiplied by the number of Supervisory Board members to be elected.

### **3. Voting method:**

- Shareholders or shareholder representatives shall have the right to:
  - Allocate all of their votes to one candidate; or
  - Distribute votes equally among all candidates; or
  - Distribute votes among candidates in different proportions.
- Shareholders or shareholder representatives must ensure that the total number of votes cast on each ballot for members of the Board of Directors does not exceed their total voting rights.
- If shareholders or shareholder representatives do not vote for a candidate, they shall leave the corresponding box blank.

### **III. Regulations on Invalid Ballots**

The following ballots shall be considered invalid:

- Ballots not in the form prescribed by the Company or not bearing the Company's seal;
- Ballots containing erasures, alterations, or additional names not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
- Ballots where the total votes cast by a shareholder for candidates exceed the total voting rights of such shareholder;
- Ballots with no vote cast for any candidate or votes cast for more candidates than the prescribed number.

### **IV. Conditions for Election**

Successful candidates shall be determined based on the number of votes received, ranked from highest to lowest, starting with the candidate receiving the highest number of votes until the required number of members is filled.

**ORGANIZING COMMITTEE**

### **Specific Example for Reference on the Voting Method:**

Assume that the General Meeting of Shareholders resolves that the number of members of the Supervisory Board to be elected is two (02). Shareholder Nguyễn Văn A currently holds 1,000 voting shares. When participating in the election of the Board of Directors, the number of votes shall be calculated as follows:

$$1,000 \text{ shares} \times 01 \text{ member} = 1,000 \text{ votes}$$

Shareholder Nguyen Van A may allocate votes cumulatively in the following ways:

+ **Case 1: Shareholder Nguyen Van A allocates all 1,000 votes to one candidate (in the example below, all votes are allocated to Candidate 2):**

<i>No</i>	<i>Candidate Name</i>	<i>Number of Votes</i>
<i>1</i>	<i>Candidate 1</i>	
<i>2</i>	<i>Candidate 2</i>	<i>1.000</i>
	<b><i>Total Votes (not exceeding 1,000 votes)</i></b>	<b><i>1.000</i></b>

+ **Case 2: Shareholder Nguyễn Văn A distributes votes equally among 2 candidates, whereby each candidate receives an equal number of voting rights:**

<i>No</i>	<i>Candidate Name</i>	<i>Number of Votes</i>
<i>1</i>	<i>Candidate 1</i>	<i>5.000</i>
<i>2</i>	<i>Candidate 2</i>	<i>5.000</i>
	<b><i>Total Votes (not exceeding 1,000 votes)</i></b>	<b><i>1,000</i></b>

+ **Case 3: Shareholder Nguyen Van A distributes votes according to a preferred ratio (in the example below, 700 votes are allocated to Candidate 1 and 300 votes to Candidate 2):**

<i>No</i>	<i>Candidate Name</i>	<i>Number of Votes</i>
<i>1</i>	<i>Candidate 1</i>	<i>700</i>
<i>2</i>	<i>Candidate 2</i>	<i>300</i>
	<b><i>Total Votes (not exceeding 1,000 votes)</i></b>	<b><i>1,000</i></b>