SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
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THE SOCIALIST REPUBLIC OF VIETNAM
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Ho Chi Minh City, March 31, 2026

REGULATIONS ON NOMINATION AND SELF-NOMINATION MEMBER OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY 2026 – 2031 TERM

I. Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020 ("Law on Enterprises");*
- *Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("Law on Securities");*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities ("Decree 155/2020/ND-CP");*
- *Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company ("Charter");*
- *Internal Regulations on Corporate Governance of Saigon Traffic Construction Joint Stock Company ("Regulations on Corporate Governance");*
- *The actual situation of the Company.*

II. OBJECTIVE:

- Ensure the principles of publicity, fairness, and democracy;
- Create favorable conditions for the organization of the 2026 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company.

III. CONTENT OF THE REGULATIONS

1. Nomination and self-nomination for Member of the Board of Directors:

- **Number of members of the Board of Directors to be elected:** 05 members
- **Term:** 2026 – 2031 Term

▪ **Conditions for nomination and self-nomination for election as a Member of the Board of Directors, (in accordance with the provisions of Clause 2, Article 29 of the Company's Charter and Clause 2, Article 115 of the Law on Enterprises):**

Shareholders holding common shares with voting rights have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding a total of voting shares:

- From 5% to less than 10% shall be entitled to nominate one (01) candidate;
- From 10% to less than 30% shall be entitled to nominate a maximum of two (02) candidates;
- From 30% to less than 40% shall be entitled to nominate a maximum of three (03) candidates;
- From 40% to less than 50% shall be entitled to nominate a maximum of four (04) candidates;
- From 50% to less than 60% shall be entitled to nominate a maximum of five (05) candidates;
- From 60% to less than 70% shall be entitled to nominate a maximum of six (06) candidates;
- From 70% to less than 80% shall be entitled to nominate a maximum of seven (07) candidates;
- From 80% or more shall be entitled to nominate a maximum of eight (08) candidates.

In the event that the number of candidates for the Board of Directors through nomination and self-nomination is insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the mechanism stipulated by the Company in the Regulations on Corporate Governance. The procedure for the incumbent Board of Directors to introduce candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders prior to the nomination and election process in accordance with the provisions of law.

▪ **Criteria and conditions for Member of the Board of Directors (in accordance with Article 30 of the Company Charter, Clause 1 Article 155 of the 2020 Law on Enterprises, Article 275 of Decree 155/2020/NĐ-CP and amending and supplementary documents):**

- Possess full civil act capacity, and are not among the subjects specified in Clause 2 Article 17 of the Law on Enterprises;

- Possess professional qualifications and experience in the Company's business management or in the field, industry, or profession of the Company, and it is not mandatory to be a shareholder of the Company;

- Be in good health, possess good moral qualities, honesty, and integrity, and have a sense of compliance with the law.

- A member of the Board of Directors of a public company may only simultaneously serve as a member of the Board of Directors or Member Council at a maximum of 05 other companies.

2. Nomination and self-nomination for Member of the Board of Supervisors:

- **Number of members of the Board of Supervisors to be elected:** 03 members

- **Term:** 2026 – 2031 Term

- **Number of candidates:** Unlimited

- **Conditions for nomination and self-nomination for Member of the Board of Supervisors (in accordance with Article 39 of the Company Charter and Clause 2 Article 115 of the Law on Enterprises):**

Shareholders holding common shares with voting rights have the right to pool their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding a total of voting shares:

- From 5% to less than 10% shall be entitled to nominate one (01) candidate;
- From 10% to less than 30% shall be entitled to nominate a maximum of two (02) candidates;
- From 30% to less than 40% shall be entitled to nominate a maximum of three (03) candidates;
- From 40% to less than 50% shall be entitled to nominate a maximum of four (04) candidates;
- From 50% or more shall be entitled to nominate a maximum of five (05) candidates.

In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the mechanism stipulated by the Company in the Regulations on Corporate Governance. The mechanism for the incumbent Board of Supervisors to introduce candidates for the Board of Supervisors must be clearly disclosed and approved by the General Meeting of Shareholders prior to the nomination and election process in accordance with the provisions of law.

- **Criteria and conditions for Member of the Board of Supervisors (In accordance with Article 40 of the Company Charter, Article 169 of the 2020 Law on Enterprises, Article 286 of Decree 155/2020/NĐ-CP and amending and supplementary documents):**

- Possess full civil act capacity, and are not among the subjects specified in Clause 2 Article 17 of the Law on Enterprises;

- Must not be a person having family relations with a member of the Board of Directors, the General Director, and other managers;

- Must not be a manager of the Company; it is not mandatory to be a shareholder or an employee of the Company;

- A supervisor of a listed joint stock company, or a company in which the State holds more than 50% of charter capital, must be an auditor or an accountant;

- Other criteria and conditions in accordance with relevant laws.

- Must not work in the accounting or finance department of the Company;

- Must not be a member or employee of an auditing company approved to audit the financial statements of the Company in the 03 immediately preceding years.

- Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Company's business operations.

- The Head of the Board of Supervisors must possess a university degree or higher in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Company's business operations.

IV. DOSSIER FOR PARTICIPATING IN SELF-NOMINATION, NOMINATION

1. A dossier for participating in self-nomination or nomination includes:

- Nomination or self-nomination form (following the Company's template);
- Curriculum vitae completed by the candidate (following the Company's template);
- Valid notarized copies of the candidate's following documents: ID Card/ Citizen Identification Card/Passport, household registration or temporary residence record, degrees and certificates of Qualification.

2. **Deadline for submission of the Dossier for participating in nomination and self-nomination:**

The dossier for participating in nomination and self-nomination shall be sent to the Company **before 15:00 on April 10, 2026**, to the following address:

Saigon Traffic Construction Joint Stock Company

- Address: 476 Huynh Tan Phat, Tan Thuan Ward, Ho Chi Minh City
- Fax: (028) 38 558.649 or scan and send via email: ctgtsg@gmail.com
- Recipient: Mr. Tran Manh Hoai Bac – Head of Administrative and Organizational Department

In case of nomination/self-nomination on the date of the meeting, the nominating/candidating shareholder/group of shareholders must notify and provide the dossier to the Company **immediately before the opening of the General Meeting of Shareholders** for the Company to consider.

3. Only dossiers for nomination, self-nomination that meet the eligibility criteria for nomination, self-nomination and candidates who meet the conditions and criteria of a member of the Board of Directors or Board of Supervisors will be included in the list of candidates to be announced at the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0300460906 C.T.C.P CÔNG TY CỔ PHẦN CÔNG TRÌNH GIAO THÔNG SÀI GÒN THÀNH PHỐ HỒ CHÍ MINH

HOANG NGOC HUNG