

Ho Chi Minh City, June, 2025

**REGULATION ON NOMINATION AND CANDIDACY
TO REPLACE THE MEMBER OF THE BOARD OF MANAGEMENT
FOR THE REMAINING TENURE OF 2023 - 2028
GEMADEPT CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 effective from January 1st, 2021 and other guiding documents;
- Pursuant to the Charter of Gemadept Corporation approved by the General Meeting of Shareholders;

I. REGULATION ON NOMINATION AND CANDIDACY TO REPLACE THE MEMBER OF THE BOARD OF MANAGEMENT:

In order for the election to replace the member of the Board of Management, at the 2025 Annual General Meeting of Shareholders of Gemadept Corporation to comply with the current provisions of Vietnamese law, the principle of publicity, democracy, ensuring the legitimate interests of all shareholders shall be followed, the Board of Management announces the Regulation on nomination and candidacy to replace the member of the Board of Management, for the remaining tenure of 2023 - 2028 as follows:

1. Number of members of the Board of Management: 01 (one) member

2. Criteria for BOM candidates:

2.1 Criteria to be a member of the Board of Management:

- Members of the Board of Management must meet the standards and conditions as prescribed in Clause 1, Article 155 of the Enterprise Law 2020 and the Company's Charter. Members of the Board of Management may not be shareholders of the Company.
- A member of the Board of Management of the Company cannot concurrently be a member of the Board of Management in more than 05 other companies.

2.2 Conditions for nomination and candidacy:

Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% can nominate up to two (02) candidates; from 30% to less than 40% can nominate up to three (03) candidates; from 40% to less than 50% can nominate up to three (04) candidates; and from 50% or more may nominate up to five (05) candidates.

In case the number of candidates to the Board of Management through nomination and candidacy is still not enough, the incumbent Board of Management will nominate additional candidates.

II. DOCUMENTS FOR PARTICIPATION IN NOMINATION, CANDIDACY TO REPLACE THE MEMBER OF THE BOARD OF MANAGEMENT:

Documents of candidacy, nomination to replace the member of the Board of Management includes:

- Application to nominate (candidacy) a member of the Board of Management (*according to the form*);
- Curriculum vitae declared by the candidate (*according to the form*);
- Notarized copies of competent authorities: ID card/passport, diplomas certifying the candidate's professional qualifications;

Shareholders please send **the Documents of nomination, candidacy to the Organizing Board of the Annual General Meeting of Shareholders 2023** at the address: **Gemadept Corporation No. 06 Le Thanh Ton, Ben Nghe Ward, District 1, Thanh Ho Chi Minh City before 5:00 p.m. on June 12th, 2025.**

Best Regards.

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN**

(Signed)

Do Van Nhan