VINACONTROL GROUP CORPORATION ---------------	THE SOCIALIST REPUBLIC OF VIET NAM Independence - Freedom - Happiness ---------------------
No.: 367/HĐQT- HD	*Hanoi, May 26th 2026*

GUIDANCE ON THE NOMINATION AND SELF-NOMINATION OF CANDIDATES

FOR MEMBERSHIP OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026-2029 TERM

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020, and the amending, supplementing, and implementing guidance documents thereof;
- The Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, together with its amending, supplementing, and implementing guidance documents;
- The Charter of Vinacontrol Group Corporation,

The Board of Directors of Vinacontrol Group Corporation hereby notifies the Shareholders of the specific provisions on the nomination and self-nomination of candidates for membership of the Board of Directors and the Supervisory Board for the 2026–2029 term as follows:

M.S.D.N: 010010 CÔNG CỔ PH TẬP Đ VINACO P. HAI BÀ TRUNG

I. STRUCTURE AND TERM OF OFFICE OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

- Proposed number of members of the Board of Directors to be elected: 08 members, including at least 02 independent members
- Proposed number of members of the Supervisory Board to be elected: 03 members
- The term of office of the Board of Directors and the Supervisory Board shall be 03 years (2026-2029)

The official number of members and term of office shall be approved by the General Meeting of Shareholders at the 2026 Annual General Meeting of Shareholders.

II. ELIGIBILITY CRITERIA FOR CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

1. Eligibility criteria for candidates for membership of the Board of Directors

- Not being subject to the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in corporate governance or in the Company's business sectors or lines of business, and not necessarily being a shareholder of the Company;
- May concurrently serve as a member of the Board of Directors or the Members' Council of no more than 05 other companies;
- Satisfying the conditions set out in Clause 1, Article 155 of the Law on Enterprises.

2. **Eligibility criteria for candidates for independent membership of the Board of Directors**

- Not being a person currently employed by the Company, its parent company, or its subsidiary; is not a person who has worked for the Company, its parent company, or its subsidiary for at least 03 consecutive years immediately preceding;
- Is not a person receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;
- Is not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, elder brother, elder sister, or younger sibling is a major shareholder of the Company; is a manager of the Company or a subsidiary of the Company;
- Is not a person directly or indirectly owning at least 01% of the total voting shares of the Company;
- Is not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company during the immediately preceding 05 consecutive years, except in the case of appointment for 02 consecutive terms.

3. **Standards for candidates for membership of the Supervisory Board**

- Does not fall within the categories of persons specified in Clause 2 Article 17 of the Law on Enterprises;
- Has been trained in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the Company's business activities;
- Must not be a person having family relationships with any member of the Board of Directors, the General Director, or any other manager;
- Must not be a person having family relationships with any manager of the parent company; the capital representative of an enterprise, the State capital representative at the parent company and at the Company;
- Must not be a manager of the Company; need not necessarily be a shareholder or an employee of the Company;
- The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or another field relevant to the Company's business operations.

III. ELIGIBILITY CONDITIONS FOR THE NOMINATION OF CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

1. **Eligibility conditions for the nomination of candidates for membership of the Board of Directors**

Shareholders holding common shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Specifically, where a shareholder or group of shareholders owns a total number of voting shares as follows:
- From 5% to less than 20% may nominate one (01) candidate.
- From 20% to less than 30% may nominate up to two (02) candidates.

- From 30% to under 40% shall be entitled to nominate a maximum of three (03) candidates.
- From 40% to under 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 Directors nominated or self-nominated remains insufficient as required, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.

2. Eligibility for nomination of candidates for membership of the Supervisory Board

Shareholders holding common shares are entitled to aggregate their voting rights to nominate candidates to the Supervisory Board. Specifically, where a shareholder or group of shareholders owns a total number of voting shares as follows:
- From 5% to less than 20% may nominate one (01) candidate.
- From 20% to under 50%: entitled to nominate a maximum of two (02) candidates.
- From 50% or more: entitled to nominate a maximum of three (03) candidates.

Where the number of candidates for the Supervisory Board nominated and self-nominated remains insufficient, the incumbent Supervisory Board shall nominate additional candidates or organize the nomination process in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board.

IV. CANDIDATE DOSSIER FOR NOMINATION AND SELF-NOMINATION FOR ELECTION TO THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

The candidate dossier for self-nomination and nomination of candidates for election to the Board of Directors and the Supervisory Board comprises:

- Application for nomination/self-nomination for membership of the Board of Directors/Supervisory Board (Form 01)
- Curriculum Vitae (Form 02)
- Declaration of information evidencing independence and undertaking of an independent candidate for membership of the Board of Directors (if nominated or self-nominated for the position of independent member of the Board of Directors) (Form 03)
- Photocopy of the Citizen Identity Card or Passport
- Certified true copies of documents evidencing professional expertise

Note: Persons nominated or self-nominated as members of the Board of Directors and the Supervisory Board shall bear full responsibility before the law and the Company's General Meeting of Shareholders for the accuracy and truthfulness of their nomination and candidacy application dossiers.

V. SELECTION OF CANDIDATES

Based on the candidacy and nomination application dossiers, the Board of Directors shall compile and approve a list of candidates satisfying all prescribed conditions for submission to the General Meeting of Shareholders for approval for election to the Board of Directors and the Supervisory Board.

Only nomination or self-nomination dossiers that fully satisfy the prescribed conditions, and candidates who fully meet the eligibility standards for members of the Board of Directors and the Supervisory Board, shall be included in the list to be announced at the General Meeting of Shareholders.

VI. DEADLINE AND ADDRESS FOR SUBMISSION OF NOMINATION AND SELF-NOMINATION DOSSIERS

The Board of Directors respectfully requests shareholders or groups of shareholders eligible to self-nominate or nominate candidates to submit their nomination or self-nomination dossiers to the Company before **4:30 p.m. on 08 June 2026** in order to complete the procedures in accordance with regulations. The dossier should be sent to the following address:

- Corporate Governance Unit (Ms. Dao Nguyen Thien Nga)
- Vinacontrol Group Corporation
- Address: 54 Tran Nhan Tong, Hai Ba Trung Ward, Hanoi, Vietnam.
- Telephone: (+84) 24 38226022- 0912.419.358

Copied to:
- Shareholders;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- For information disclosure;
- Filed with: Archives, Corporate Governance Unit.

ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100107772 - C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN VINACONTROL
P. HAI BÀ TRƯNG - TP. HÀ NỘI

Bui Duy Chinh