

HELIO ENERGY
JOINT STOCK COMPANY

No. 06/2026/HIO/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 18, 2026

PROPOSAL

Re: Nomination of personnel for election to the Board of Directors for the 2026 - 2031 term

To: The Annual General Meeting of Shareholders 2025
Helio Energy Joint Stock Company

- *Pursuant to Law on Enterprises No.59/2020/QH14 on June 17th, 2020 and amendments, supplements, and implementation guidelines;*
- *Pursuant to Law on Securities No.54/2019/QH14 on November 26th, 2019 and amendments, supplements, and implementation guidelines;*
- *Pursuant to the Charter of Helio Energy Joint Stock Company.*

The current members of the Board of Directors (*hereinafter referred to as the "BOD"*) of Helio Energy Joint Stock Company (*hereinafter referred to as the "Company"*) for the 2021 – 2026 term will conclude their term at the 2026 Annual General Meeting of Shareholders. Pursuant to the provisions of the law and the Company's Charter, the General Meeting of Shareholders (*hereinafter referred to as the "GMS"*) shall proceed with the election of the Board members for the 2026 – 2031 term at the 2026 Annual GMS. The Board of Directors of the 2026 – 2031 term shall succeed and assume the responsibilities of the Board of Directors for the 2021 – 2026 term.

Accordingly, the following individuals shall cease to be members of the Board of Directors of the Company upon the election and approval of the Board of Directors for the 2026 – 2031 term by the 2026 Annual General Meeting of Shareholders:

- Mr. Phan Thanh Dat;
- Mr. Bui Tuan Duong;
- Mr. Nguyen Thanh Long.

Pursuant to the Regulation on the election of the BOD members for the 2026 – 2031 term and the Nomination/Candidacy letter of shareholders sent to the Company as of



April 06, 2026, the BOD has consolidated the information and respectfully submits to the GMS for consideration and approval of the election of members of the BOD for the 2026 – 2031 term, as follows:

1. Election of the members of the Company’s BOD for the 2026 – 2031 term as follows:
 - Number and structure of the Board of Directors for the 2026 – 2031 term: The BOD comprises 05 (five) members, including 02 (two) independent members.
 - Criteria and conditions for members of the BOD and the election method: In accordance with the Company Charter and relevant legal regulations, as specifically disclosed in the Election Regulations for members of the BOD.
2. The list of candidates standing for election to the BOD for the 2026 – 2031 term is as follows:

No	Full Name	Date of birth	Current position at the Company	Proposed position	Criteria/ Conditions
1	Mr. Phan Thanh Dat	February 20, 1983	Chairman of the BOD	Member of the BOD	Meet the requirements and standards as prescribed by law
2	Mr. Bui Tuan Duong	December 07, 1991	Member of the BOD cum Deputy General Director	Member of the BOD	
3	Mr. Nguyen Minh Hoang	July 20, 1995	None	Independent member of the BOD	
4	Ms. Nguyen Thi Ngoc Quynh	June 15, 1986	General Director	Member of the BOD	



No	Full Name	Date of birth	Current position at the Company	Proposed position	Criteria/ Conditions
5	Ms. Pham Thi Thu Trang	July 17, 1987	None	Independent member of the BOD	Meet the requirements and standards as prescribed by law

The candidates' profiles are attached to this Proposal.

Respectfully submitting for the consideration and approval of the General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept.

ON BEHALF OF THE BOD

CHAIRMAN



Phan Thanh Dat



THE SOCIALIST REPUBLIC OF VIETNAM
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CANDIDATE PROFILE

1. Full name: **PHAN THANH DAT**.
2. Gender: Male.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:
10. Educational and Professional Qualifications: Bachelor of Economics.
11. Telephone:
12. Email:
13. Current position in the Company: Chairman of the Board of Directors – General Director cum Person in Charge of Corporate Governance.
14. Current positions in other enterprises/organizations: None
15. Number of HIO shares held by the candidate on March 23, 2026: 525,000 shares, representing 2.5%⁽¹⁾ of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 0 shares, representing 0% of the charter capital.
 - + The HIO shares directly owned by the candidate: 525,000 shares, representing 2.5% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	October 2005 - October 2009	An Binh Joint Stock Commercial Bank – Hanoi Branch	Officer
2	October 2009 - June 2017	An Binh Joint Stock Commercial Bank – Head Office	Head of Customer Department
3	August 2017 - April 2018	Heli Energy Investment Joint Stock Company	General Director

(1) This ratio is calculated based on the charter capital of VND 210 billion.

No.	Period	Organization	Position
4	September 2018 – January 2023	SD Truong Thanh Joint Stock Company	Member of the Board of Directors - Director
5	September 2021 - April 2022	Two Brothers Energy Company Limited	General Director - Chairman
6		Hoang Phu Energy Company Limited	
7		KCP Energy Company Limited	
8		Le Manh Green Power Company Limited	
9		Mat troi do Viet Company Limited	
10		Nhat Anh Solar Power Company Limited	
11		Nhat My Solar Power Company Limited	
12		Tuan Anh Solar Power Company Limited	
13		Buoc Tien Moi Viet Company Limited	
14		Zon Power Vietnam Company Limited	
15		Dahlia Vietnam Company Limited	
16		New Power Vietnam Company Limited	
17		New Times Energy Limited Company	
18		Orchid Vietnam Company Limited	
19	Sol Power Vietnam Company Limited		
20	Solar Viet Company Limited		
21	New Century Energy Company Limited		
22	November 2021 – March 2022	Carnation Vietnam Company Limited	General Director - Chairman
23		Hoang Gia Phu Single-member limited liability company	
24		Nghiem Brothers Energy Single- member limited liability company	
25		Green Up Power Company Limited	
26	March 2021 – Present	Helio Power Joint Stock Company	Member of the Board of Directors – General Director
27	March 2019 – April 2021	Nhat Viet Securities Joint Stock Company	Member of the Board of Directors
28	April 2021 – March 2023		Independent Member of the Board of Directors

No.	Period	Organization	Position
29	January 2021 – Present	Huong Linh 2 Wind Power Joint Stock Company	Member of the Board of Directors – General Director
30	June 2020 – June 2024	Helio Energy Joint Stock Company	General Director
31	November 2021 – Present		Member of the Board of Directors
32	February 2023 – Present		Person in Charge of Corporate Governance
33	June 2024 – Present		Chairman of the Board of Directors

17. List of the candidate's related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).

18. Shareholding commitments (if any): None.

19. Relevant interests with the Company: Remuneration.

20. Conflicts of interest with the Company: None.

I hereby declare that the information provided above is true and accurate and accept full legal responsibility for the truthfulness thereof.

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Phan Thanh Dat

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness**CANDIDATE PROFILE**

1. Full name: **BUI TUAN DUONG**.
2. Gender: Male.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:
10. Educational and Professional Qualifications: Master of Finance.
11. Telephone:
12. Email:
13. Current position in the Company: Member of the Board of Directors – Deputy General Director cum Person Authorized to Disclose Information.
14. Current positions in other enterprises/organizations:
 - Helio Power Joint Stock Company: Member of the Board of Directors – Deputy General Director.
15. Number of HIO shares held by the candidate on March 23, 2026: 14,566,000 shares, representing 69.362%⁽¹⁾ of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 14,566,000 shares, representing 69.314% of the charter capital.
 - + The HIO shares directly owned by the candidate: 10,000 shares, representing 0.048% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	May 2014 - May 2015	Vietnam Technological and Commercial Joint Stock Bank	Specialist

(1) This ratio is calculated based on the charter capital of VND 210 billion.

No.	Period	Organization	Position
2	May 2017 – October 2021	Helio Power Joint Stock Company	Investment Manager
3	November 2021 – Present		Deputy General Director
4	December 2021 – Present		Member of the Board of Directors
5	August 2022 – Present	Helio Energy Joint Stock Company	Member of the Board of Directors – Deputy General Director
6	March 2023 – Present		Person Authorized to Disclose Information

17. List of the candidate's related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).

18. Shareholding commitments (if any): None.

19. Relevant interests with the Company: Remuneration, Salary, and other benefits.

20. Conflicts of interest with the Company: None.

I hereby declare that the information provided above is true and accurate and accept full legal responsibility for the truthfulness thereof.

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Bui Tuan Duong

No.	Period	Organization	Position
2	October 2018 – June 2021	Helio Power Joint Stock Company	General Accountant
3	June 2021 – Present		Chief Accountant
4	October 2021 – August 2022	Helio Energy Joint Stock Company	Member of the Board of Directors
5	August 2022 – June 2024		Chief Accountant
6	June 2024 – Present		General Director

17. List of the candidate's related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).

18. Shareholding commitments (if any): None.

19. Relevant interests with the Company: Salary and other benefits.

20. Conflicts of interest with the Company: None.

I hereby declare that the information provided above is true and accurate and accept full legal responsibility for the truthfulness thereof.

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Nguyen Thi Ngoc Quynh

No.	Period	Organization	Position
2	September 2020 – July 2022	Amber Fund Management Joint Stock Company	M&A Specialist
3	July 2022 – March 2025	Amber Holdings Joint Stock Company	Senior Investment Specialist
4	March 2025 – February 2026	Vietnam Export Import Commercial Joint Stock Bank	Relationship Manager
5	March 2026 – Present	Amber Holdings Joint Stock Company	Deputy Head of Investment Department

17. List of the candidate's related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).

18. Shareholding commitments (if any): None.

19. Relevant interests with the Company: None.

20. Conflicts of interest with the Company: None.

I hereby declare that the information provided above is true and accurate and accept full legal responsibility for the truthfulness thereof.

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Nguyen Minh Hoang

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness**CANDIDATE PROFILE**

1. Full name: **PHAM THI THU TRANG**.
2. Gender: Female.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:

10. Educational and Professional Qualifications: Lawyer, Master of Economic Law.
11. Telephone:
12. Email:
13. Current position in the Company: None.
14. Current positions in other enterprises/organizations: None.
15. Number of HIO shares held by the candidate on March 23, 2026: 0 shares, representing 0% of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 0 shares, representing 0% of the charter capital.
 - + The HIO shares directly owned by the candidate: 0 shares, representing 0% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	January 2011 – June 2014	LG Electronics Vietnam Co., Ltd.	Legal Specialist
2	June 2014 – November 2022	Viettel Group (Military Industry-Telecoms Group)	Legal Specialist

No.	Period	Organization	Position
3	November 2022 – December 2024	Vingroup Joint Stock Company	Senior Legal Specialist
4	December 2024 – March 2026	V-Green Global Charging Station Development JSC	Head of Legal Department
5	March 2026 – Present	Amber Capital Holdings Joint Stock Company	Legal Director

17. List of the candidate's related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).

18. Shareholding commitments (if any): None.

19. Relevant interests with the Company: None.

20. Conflicts of interest with the Company: None.

I hereby declare that the information provided above is true and accurate and accept full legal responsibility for the truthfulness thereof.

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Singed

Pham Thi Thu Trang