

**HELIO ENERGY  
JOINT STOCK COMPANY****THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness***No. 06/2026/HIO/TTr-HĐQT**Hanoi, March 27, 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. Based on the Regulations on the election of members of the Board of Directors, and based on the Nomination letter of shareholders submitted to the Company as of April 07, 2026, the Board respectfully submits to the GMS for review and approval the list of candidates for the Board of Directors for the 2026 – 2031 term, as follows:

| <b>No</b> | <b>Full Name</b>          | <b>Date of birth</b> | <b>Current position at the Company</b>        | <b>Proposed position</b>      | <b>Criteria/ Conditions</b>                              |
|-----------|---------------------------|----------------------|---|-------------------------------|--|
| 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             |  |

**DRAFT**

| <b>No</b> | <b>Full Name</b>       | <b>Date of birth</b> | <b>Current position at the Company</b> | <b>Proposed position</b>      | <b>Criteria/ Conditions</b>                              |
|-----------|------------------------|----------------------|--|-------------------------------|--|
| 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**