

INVITATION LETTER

ATTENDANCE AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To: Shareholders of Helio Energy Joint Stock Company

The Board of Directors of Helio Energy Joint Stock Company is honored to announce and respectfully invite Shareholders to attend the Company's Annual General Meeting (AGM) of Shareholders 2026, as detailed below:

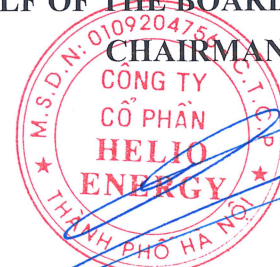
- 1. Time: 8:30 AM – 12:00 PM, Saturday, April 18, 2026.**
- 2. Venue:** Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Cua Nam Ward, Hanoi, Vietnam.
- 3. Contents of the General Meeting:** Matters under the authority of the AGM of Shareholders are mentioned in the AGM of Shareholders 2026's documents.
- 4. The AGM of Shareholders 2026's documents:**
 - Enclosed with this Invitation Letter is the Confirmation of Attendance/Proxy Form and Announcement regarding Nomination and Candidacy of Candidates for the Election of the Board of Directors for the term 2026 - 2031.
 - All AGM of Shareholders 2026 documents will be updated on the Company's website, via the following link: <https://helioenergy.vn/documents/dai-hoi-dong-co-dong> from March 27, 2026. The Shareholders may access the above link to review the full documents related to the AGM of Shareholders 2026, including reports, proposals, and regulations, which will be updated until the closing ceremony of the AGM of Shareholders 2026.
- 5. Conditions for attending the AGM of Shareholders 2026:** All Shareholders holding HIO shares (*or Shareholders' duly authorized representatives*) as per the shareholder list closed on March 23, 2026.
- 6. Confirmation of attendance at the AGM of Shareholders 2026:** To organize the AGM of Shareholders 2026 thoughtfully, Shareholders are respectfully requested to confirm your registration for attendance or your authorization for another person to attend on their behalf (*using the attached form*) **before 10:00 AM on April 17, 2026**. Confirmation may be sent via express delivery, in person to the Organizing Committee of Helio Energy Joint Stock Company:
 - Head office: 5th Floor, No. 201, Truong Chinh Street, Phuong Liet Ward, Hanoi, Vietnam.
 - Tel: 024 32 263 333.

Notice: When attending the meeting, please bring this Invitation Letter, a valid Passport/Citizen ID of the attendee, a notarized copy of the Business Registration Certificate (*for organizations*), and the Proxy for Attendance Form (*for authorized representatives*).

Respectfully announce and invite! 

Hanoi, March 27, 2026

ON BEHALF OF THE BOARD OF DIRECTORS



Phan Thanh Dat

ANNOUNCEMENT

Re: Nomination and Candidacy of Candidates for the Election of the Board of Directors for the term 2026 – 2031 of Helio Energy Joint Stock Company

To: Shareholders of Helio Energy Joint Stock Company

The term of the Board of Directors of Helio Energy Joint Stock Company (*hereinafter referred to as the “Company”*) for the 2021 – 2026 period will complete at the Annual General Meeting of Shareholders 2026. Accordingly, the Company hereby formally notifies all Shareholders regarding the nomination and candidacy of candidates to elect the Board of Directors for the 2026 - 2031 term at the 2026 Annual General Meeting of Shareholders.

In this Announcement, “*Nomination*” refers to the act where a Shareholder/group of Shareholders, or authorized organizations/individuals, recommend persons who fully meet the criteria and conditions to be included in the list of election candidates. “*Candidacy*” refers to the act where an individual who fully meets the criteria and conditions voluntarily submits an application to nominate themselves for consideration to be included in the list of election candidates. Details are as follows:

I. STRUCTURE OF THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM:

- 1. Number of Board of Directors members to be elected:** 05 (*five*) members, including 02 (*two*) independent members.
- 2. Term:** 2026 – 2031.
- 3. Maximum number of candidates for the Board of Directors:** Unlimited.

II. CRITERIA AND CONDITIONS FOR THE NOMINATION AND CANDIDACY OF THE BOARD OF DIRECTORS CANDIDATES

1. Criteria and conditions for the candidates nominated to the Board of Directors:

Pursuant to Clause 1, Article 155 of Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (*the “Law on Enterprises”*) and amendments, supplements, and implementation guidelines, the Board of Directors members need to meet the following criteria and conditions:

- *Not to be the individuals/organizations/entities prohibited from establishing and managing enterprises in Vietnam as prescribed by the Law on Enterprises of Vietnam*
- *Having professional qualifications and experience in business management or in the Company's business lines and sectors. The candidates is not required to be a shareholder of the Company.*
- *Members of the Board of Directors of a public company may concurrently hold the position of member of Board of Directors of up to 05 (five) other companies.*

2. Criteria and conditions for the candidates nominated to the Independent Members of the Board of Directors:

In addition to the criteria and conditions mentioned in Section II.1, an independent member of the Board of Directors must further meet the criteria and conditions prescribed



in Clause 2, Article 155 and Clause 2, Article 154 of the Law on Enterprises and amendments, supplements, and implementation guidelines, specifically:

- *Not currently working for the Company, its parent company, or its subsidiaries; and not having worked for the Company, its parent company, or its subsidiaries for at least 03 (three) preceding consecutive years.*
- *Not receiving a salary from the Company, except the allowances to which members of the Board of Directors are entitled as per regulations;*
- *Candidates' spouse, biological parents, adoptive parents, biological children, adopted children and siblings are not major shareholders of the Company; executives of the Company or its subsidiaries companies;*
- *Not directly or indirectly holding 1% of the Company's voting shares or more;*
- *Not holding the position of member of the Board of Directors or the Board of Supervisors of the Company within the last 05 (five) years or longer unless Candidates were designated in 02 (two) consecutive terms;*
- *An individual may be elected as an independent member of the Board of Directors of a company for no more than 02 (two) consecutive terms.*

III. NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS:

1. The list of Shareholders entitled to attend the Annual General Meeting of Shareholders 2026 and having the rights to nominate candidates for the Board of Directors:

According to the List of Shareholders closing on **March 23, 2026**.

2. Shareholders' nomination and candidacy rights for the Board of Directors :

In accordance with the provisions of Clause 2 and Clause 3, Article 25 of the Charter of Helio Energy Joint Stock Company, the Shareholders' rights to nominate as members of the Board of Directors are as follows:

Shareholding percentage of Shareholder/group of Shareholders	Maximum number of nominated candidates	Shareholding percentage of Shareholder/group of Shareholders	Maximum number of nominated candidates
From 10% to under 20%	1	From 60% to under 70%	6
From 20% to under 30%	2	From 70% to under 80%	7
From 30% to under 40%	3	From 80% to under 90%	8
From 40% to under 50%	4	From 90% or more	9
From 50% to under 60%	5		

The number of such nominated candidates may be changed by the decision of the General Meeting of Shareholders to be suitable for the actual number of Board of Directors members to be elected.

3. Principles for handling case where the number of Board of Directors candidates is insufficient:

In the event that the number of Board of Directors candidates through nomination and candidacy remains insufficient for the required number as prescribed in Section I.1 of this Announcement, the incumbent Board of Directors shall introduce additional candidates or organize the nomination in accordance with the Company's Charter, the Internal Regulations on corporate governance, and the Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors

must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

IV. GUIDELINES FOR SUBMISSION OF NOMINATION AND CANDIDACY DOSSIERS:

The nomination and candidacy dossiers for the election of the Board of Directors for the 2026 - 2031 term of Helio Energy Joint Stock Company shall include:

1. A written nomination/candidacy form for the Board of Directors submitted by the Shareholders/group of Shareholders, using the Company's template as published on the Company's website;
2. A curriculum vitae (CV) of the candidate, using the Company's template as published on the Company's website;
3. Notarized copies of the candidate's Citizen ID/Passport, and professional degrees/certificates.

Note to Shareholders:

- Shareholders who nominate for the member of the Board of Directors shall be solely responsible before the law and the General Meeting of Shareholders of Helio Energy Joint Stock Company for the accuracy and truthfulness of their nomination and candidacy dossiers.
- To thorough prepare for the Generpal Meeting, the Board of Directors kindly requests Shareholders or groups of Shareholders to submit their nomination and candidacy dossiers for the member of the Board of Directors to Helio Energy Joint Stock Company before **17:30 PM on April 6, 2026**, to complete the procedures in accordance with regulations. After the aforementioned deadline, if the number of Board of Directors candidates through nomination and candidacy remains insufficient for the required number as prescribed in Section I.1 of this Announcement, the incumbent Board of Directors shall introduce additional candidates or organize the nomination in accordance with the Company's Charter, the Internal Regulations on corporate governance, and the Operating Regulations of the Board of Directors.

For further information, Shareholders may visit the website of Helio Energy Joint Stock Company at <https://helioenergy.vn> or please contact the following address:

HELIO ENERGY JOINT STOCK COMPANY

- Address: 5th Floor, No. 201 Truong Chinh Street, Phuong Liet Ward, Thanh Xuan District, Hanoi, Vietnam.
- Telephone: 0243 226 3333 or 0833 99 1616.

Respectfully announced./.

Recipients:

- As above;
- Archived: BOD Office, Legal Department.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAN THANH DAT

DRAFT**TENTATIVE AGENDA****THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026****HELIO ENERGY JOINT STOCK COMPANY****Time:** 8:30 AM – 12:00 PM, Saturday, April 18, 2026.**Venue:** Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Cua Nam Ward, Hanoi, Vietnam.

Time	Contents
8:30 – 09:00	Welcoming delegates
	Verifying the eligibility of Shareholders to attend the Annual General Meeting
09:00 – 09:30	Declaration of the Meeting's purpose and presentation of delegates
	Report on the Verification of Shareholders' eligibility to attend the Annual General Meeting
	Commencement of the Annual General Meeting of Shareholders
	Election of the Presidium, the Vote Counting Committee and appointment of the Secretary
	Approval of the Rules of Procedure for the Annual General Meeting
	Introduction and approval of the Annual General Meeting agenda
09:30 – 10:45	Contents of the Annual General Meeting:
	- Report on the business performance results in 2025 and the business plan for 2026.
	- Report on the activities of the Board of Directors in 2025 and the plan for 2026.
	- Report on the activities of the Board of Supervisors in 2025.
	- Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approving the 2026 payment plan.
	- Proposal for approval of the list of independent audit firms for 2026.
	- Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025.
	- Proposal for approval of the plan for utilizing retained earnings as of December 31, 2025 and the proposed plan for 2026.
	- Proposal for the listing of the Company's shares.
	- Proposal for approval of the investment policy and execution of significant contracts and transactions.
- Proposal for transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations.	
- Election of the Board of Directors for the term 2026 - 2031.	
- Other matters under the authority of the General Meeting of Shareholders.	
	Approval of the Regulation on the election of the Board of Directors for the term 2026 - 2031
10:45 – 11:15	Discussion and response to shareholders' inquiries
11:15 – 11:30	Voting to approve matters presented to the General Meeting
	Voting for the election of the members of the Board of Directors for the term 2026 - 2031
11:30 – 11:40	Recess period
11:40 – 11:50	Voting to approve and announce the Minutes and Resolutions of the General Meeting of Shareholders
11:50 – 11:55	Approval of the Minutes and Resolutions of the General Meeting of Shareholders
11:55 – 12:00	Closing ceremony of the Annual General Meeting



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HELIO ENERGY JOINT STOCK COMPANY

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VOTING CARD



Shareholder code:

00001

Shareholder/Representative name: Nguyen Van A

Number of owned shares: 1,000

Number of authorized shares: 0

Total number of voting shares: 1,000

Total number of votes: 1,000



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HELIO ENERGY JOINT STOCK COMPANY

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QUESTION FORM

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder full name:

Or Authorized Representative (if applicable):

Address:

Email:

Telephone:

Shareholder code: HIO

Number of Shares Owned/Authorized:

Question:

1).....
.....
.....

2).....
.....
.....

3).....
.....

PERSON WHO FILED THE FORM

(Signature, Full Name)

Please note: In case the content of the question is outside the agenda of the meeting, or there is not enough time for the Chairman to answer all shareholders' questions, the Board of Directors will respond to shareholders through one of the following methods: Sending a letter, email, or phone call.



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HELIO ENERGY JOINT STOCK COMPANY

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VOTING BALLOT

FOR ELECTION FOR THE BOARD OF DIRECTORS FOR THE TERM 2026 – 2031

Shareholder code: 00001

Shareholder/Representative Name: Nguyen Van A

Number of Shares Owned: 1,000

Number of Shares Authorized: 0

Total Number of Voting Shares: 1,000 shares

The number of members of the Board of Directors: 05 members.

Total Number of Votes: 5,000 votes

VOTE TO ELECT THE BOARD OF DIRECTORS FOR THE TERM 2026 – 2031

(Shareholders choose a option by marking an "X" or "✓" in the corresponding option)

Option 1: Equal Distribution

Option 2: Specific Distribution

NO.	FULL NAME OF THE CANDIDATE	NUMBER OF VOTES
1		
2		
3		
4		
5		
	Total Number of Votes	

Note: Shareholders are entitled to cast all of their total votes for one or several candidates, or distribute their votes among candidates based on their level of confidence, or cast a blank vote, provided that the total number of votes cast does not exceed the total votes held by the shareholder.

Example: Shareholder Nguyen Van A holds (including both owned and authorized) 1,000 voting shares. The total number of votes held by Shareholder Nguyen Van A is: $(1,000 \times 5) = 5,000$ votes. Shareholder Nguyen Van A may cast their votes using the following options:

- **Option 1: Equal Distribution** – Distribute the 5,000 votes equally among all candidates (The shareholder selects Option 1).
- **Option 2: Specific Distribution** – Cast all 5,000 votes for a single candidate or distribute the 5,000 votes among various candidates in different proportions, provided that the total number of votes does not exceed 5,000 (The shareholder shall specify the number of votes for each candidate under Option 2).
- **Option 3: Blank Vote** – No information is entered (The shareholder chooses not to vote for any candidate).

Hanoi, April 18th, 2026

SHAREHOLDER/REPRESENTATIVE

(Signature, Full Name)



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Independence - Freedom - Happiness

NOMINATION/CANDIDACY LETTER

Member of the Board of Directors 2026 - 2031

To: Organizing Committee of Annual General Meeting 2026
Helio Energy Joint Stock Company

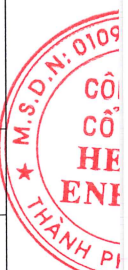
I am a shareholder/We are a group of shareholders of Helio Energy Joint Stock Company that held shares, representing% of the total number of voting shares of the Company as of March 23, 2026. Details include:

No.	Shareholder's full name	Citizen ID/Passport No. <i>(for individuals)/</i> Enterprise Registration Certificate No. <i>(for organizations)</i> , date of issue, place of issue	Contact address/ Head office address	HIO shareholding as of March 23, 2026		Signature and full name <i>(for individuals)</i> and seal <i>(for organizations)</i>
				Quantity <i>(shares)</i>	Percentage <i>(%)</i>	
1						
...						
Total						

According to Announcement No. 15/2026/HIO/TB dated March 27, 2026, regarding Nomination and Candidacy of Candidates for Election of the Board of Directors for the term 2026 – 2031, as the ownership percentage above, I/We can nominate a maximum of candidate(s).

By filling this Nomination/Candidacy Letter, I self-nominate/we agree to nominate the following candidate(s) to be elected as members/independent members of the Board of Directors for the 2026 – 2031 term of Helio Energy Joint Stock Company. Detailed information of the candidate(s):

No.	Candidate's full name	HIO shareholding as of March 23, 2026				Nomination Position <i>(Member or Independent Member of the Board of Directors for the 2026 – 2031 term)</i>
		Directly owned by the candidate(s)		Held as an authorized representative		
		Quantity <i>(shares)</i>	Percentage <i>(%)</i>	Quantity <i>(shares)</i>	Percentage <i>(%)</i>	
1						
2						
...						



I/We hereby enclose with this Nomination/Candidacy Letter the relevant documents of the candidate(s), in compliance with applicable laws and the Announcement of the Board of Directors of the Company regarding Nomination and Candidacy of Candidates for the Election of the Board of Directors for the term 2026 – 2031 of Helio Energy Joint Stock Company.

I/We hereby undertake and confirm that I/we meet all conditions for nomination/candidacy of candidate(s) for election of the Board of Directors, and shall fully comply with applicable laws, the Company’s Charter, and the Regulations on the election of members of the Board of Directors for the term 2026–2031 of Helio Energy Joint Stock Company. I/We further undertake to take full responsibility for the accuracy and truthfulness of the contents of this Nomination/Candidacy Letter and the enclosed documents.

We kindly request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Helio Energy Joint Stock Company to acknowledge and record our nominated candidate(s). Should any additional information regarding the nomination dossier(s) be required, please contact me/the representative of our shareholder group using the following details:

Full name: Telephone:.....

Contact address:

Citizen ID/Passport No issue on/...../

Place of issue:

Sincerely!

Attached documents:

- Notarized Citizen ID/Passport, other relevant documents, education and professional certificates;
- Candidate Profile (as the Company’s template).

..... ,
**SHAREHOLDER/ REPRESENTATIVE OF
THE SHAREHOLDER GROUP**

(Signature, full name, and seal for organizations)





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Independence - Freedom - Happiness

CANDIDATE PROFILE

- 1. Full name:
- 2. Gender:
- 3. Date of birth:
- 4. Place of birth:
- 5. Nationality:
- 6. Ethnicity:
- 7. Citizen ID/Passport No:; issued on:
Place of issue:
- 8. Permanent address:
.....
- 9. Current address:
.....
- 10. Educational and Professional Qualifications:
- 11. Telephone:
- 12. Email:
- 13. Current position in the Company:
- 14. Current positions in other enterprises/organizations:
.....
- 15. Number of HIO shares held by the candidate on March 23, 2026: shares,
representing% of the charter capital, of which:
 - + The HIO shares held as an authorized representative: shares,
representing.....% of the charter capital.
 - + The HIO shares directly owned by the candidate: shares,
representing.....% of the charter capital.



16. Professional experience:

No.	Period	Organization	Position
1			
2			

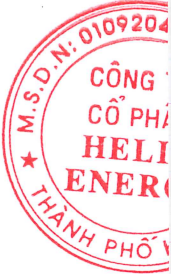
- 17. List of the candidate’s related persons: Details are provided in the attached Appendix (related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019, and amendments, supplements, implementation guidelines).
- 18. Shareholding commitments (if any):
- 19. Relevant interests with the Company:
- 20. Conflicts of interest with the Company:

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

.....,, 2026

CANDIDATE

(Signature and full name)



APPENDIX: LIST OF THE CANDIDATE’S RELATED PERSONS

No.	Full name of the related person	Relationship with the candidate	Citizen ID/Passport No. <i>(for individuals)</i> /Enterprise Registration Certificate No. <i>(for organizations)</i> , date of issue, place of issue	Contact address/ Head office address	Number of the HIO shares held <i>(shares)</i>	Ownership percentage in the Company <i>(%)</i>	Note
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
...							

