

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