

NOTICE

Regarding Nomination and Candidacy for Additional Members of the Board of Directors and the Supervisory Board Construction Joint Stock Company No. 9 - VC9 term 2025 – 2030

The term of the current Board of Directors (BOD) and Supervisory Board (SB) for the 2020-2025 period of Construction Joint Stock Company No. 9 - VC9 ("Company") will conclude following the adjournment of the 2025 Annual General Meeting of Shareholders.

To prepare for the personnel of the BOD and SB for the 2025-2030 term, the Board of Directors would like to notify shareholders regarding the nomination and candidacy process for the BOD and SB for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders as follows:

A. NUMBER, QUALIFICATIONS, AND CONDITIONS FOR BOD MEMBERSHIP

1. Number of BOD Members to be Elected for the 2025-2030 Term:

The number of members to be elected will be determined according to the proposal of the BOD at the 2025 Annual General Meeting of Shareholders.

2. Qualifications and Conditions for Nomination/Candidacy as a BOD Member

Nomination and Candidacy for the Board of Directors of the Company must meet the following standards and conditions:

a) General Qualifications and Conditions for BOD Membership:

- Must have full civil capacity and not fall under the restrictions specified in Clause 2, Article 17 of the Law on Enterprises;
- Must have professional qualifications and experience in the Company's business management; does not necessarily have to be a shareholder of the Company;
- A BOD member may simultaneously be a member of the Board of Directors of other companies, but not more than five (05) companies in total.

b) Specific Qualifications and Conditions for Independent BOD Membership:

- Must not be currently employed by the Company, its parent company, or its subsidiaries; must not have been employed by these entities for at least three (03) consecutive years before nomination;
- Must not be receiving a salary or remuneration from the Company, except for allowances granted to BOD members;
- Must not have a spouse, biological/adoptive parents, biological/adoptive children, or siblings who are major shareholders or executives of the Company or its subsidiaries;
- Must not directly or indirectly own at least 1% of the total voting shares of the Company;
- Must not have been a BOD member of the Company for at least five (05) consecutive years before the nomination, unless reappointed for two (02) consecutive terms.

3. Conditions for Nominating or Running for BOD Membership

- Shareholders holding voting shares have the right to self-nominate or form a group to nominate candidates for the BOD.
- Shareholders or shareholder groups holding:
 - o From 10% to less than 20% of the voting shares may nominate **01** candidate;
 - o From 20% to less than 30% may nominate up to **02** candidates;
 - o From 30% to less than 40% may nominate up to **03** candidates;
 - o From 40% to less than 50% may nominate up to **04** candidates;
 - o From 50% to less than 60% may nominate up to **05** candidates;
 - o From 60% to less than 70% may nominate up to **06** candidates;
 - o From 70% to less than 80% may nominate up to **07** candidates;
 - o From 80% to less than 90% may nominate up to **08** candidates.
- If the number of candidates nominated or self-nominated is insufficient, the current BOD has the right to nominate additional candidates as required.

B. NUMBER, QUALIFICATIONS, AND CONDITIONS FOR SB MEMBERSHIP

1. Number of SB Members

- The SB will consist of **three (03) members** for a five-year term.

2. Qualifications and Conditions for SB Membership

- Candidates for SB membership must meet the standards and conditions specified in Article 169 of the Law on Enterprises and the Company's Charter.
- Additionally, candidates must not fall under the following categories:
 - o Employees of the Company's accounting or finance department;
 - o Members or employees of an independent auditing company that has audited the Company's financial statements in the past three (03) consecutive years.

3. Conditions for Nominating or Running for SB Membership

- Shareholders may combine their voting rights to nominate candidates for the SB:
 - o Shareholders or groups holding from 10% to less than 20% of the voting shares may nominate **01** candidate;
 - o From 20% to less than 30% may nominate up to **02** candidates;
 - o From 30% to less than 40% may nominate up to **03** candidates;
 - o From 40% to less than 50% may nominate up to **04** candidates;
 - o From 50% to less than 60% may nominate up to **05** candidates;
 - o From 60% to less than 70% may nominate up to **06** candidates;
 - o From 70% to less than 80% may nominate up to **07** candidates;
 - o From 80% to less than 90% may nominate up to **08** candidates.
- If the number of nominated or self-nominated candidates is insufficient, the current SB may nominate additional candidates to meet the required number.

C. GUIDELINES FOR SUBMITTING NOMINATION AND CANDIDACY DOCUMENTS

1. Required Documents for Nomination and Candidacy

- Nomination/Candidacy Form for BOD/SB membership (according to the provided template);
- Curriculum Vitae (self-declared, according to the provided template);
- Copies of ID card/Citizen Identification/Passport and academic qualification certificates;
- Valid authorization letter (if a shareholder authorizes another person to nominate on their behalf).

2. Nomination and Candidacy Submission Method

To facilitate the review process, nomination/candidacy documents must be submitted to the Company's Meeting Organization Committee before 5:00 PM on April 23, 2025, at the following address:

Construction Joint Stock Company No. 9 – VC9

Head Office: 5th Floor, Tasco Building, Lot HH2-2, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi.

Contact Person: Nguyen Nhu Quyen

Email: quyen.nguyen@vc9.vn

3. List and Information of Candidates

Only candidates who meet the qualifications and conditions stated above, nominated by eligible shareholders/shareholder groups, and whose complete and valid documents are submitted on time, will be included in the list of candidates announced at the General Meeting.

Sincerely,

**ON BEHALF OF THE BOD
CHAIRMAN**

(Signed)

VU DUC CUONG