

NOTICE

Regarding Nomination and Candidacy for Replacement of a Member of the Board of Directors for the 2023 - 2027 term at the 2025 Extraordinary General Meeting of Shareholders

To: Shareholders of Viglacera Tien Son Joint Stock Company

The Board of Directors of Viglacera Tien Son Joint Stock Company (the "Company") respectfully informs all shareholders of the nomination and candidacy of a member of the Board of Directors (BOD) to replace two (02) BOD member for the 2023 - 2027 term at the 2025 Extraordinary General Meeting of Shareholders (EGM) as follows:

1. Reasons for Nomination/Candidacy for BOD Members

Based on the resignation letter of Mr. Dang Minh Tam and Mr. Nguyen Duy Truc as a member of the BOD.

- Mr. Dang Minh Tam and Mr. Nguyen Duy Truc have resigned from his position as a BOD member for the 2023 - 2027 term.

2. Criteria and Procedures for Nomination/Candidacy for BOD Members

2.1. Criteria for BOD Members:

Based on the 2020 Law on Enterprises, Decree No. 155/2020/ND-CP, and the Charter of Organization and Operation of Viglacera Tien Son Joint Stock Company, the criteria for candidates for BOD membership are as follows:

- *Having full civil capacity and not being subject to restrictions on establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;*
- *Possessing professional qualifications and experience in business administration or in the fields, industries, or business sectors of the Company, and not necessarily being a shareholder of the Company;*
- *A member of the Company's BOD may simultaneously serve as a BOD member of another company;*
- *A BOD member must not simultaneously serve as a BOD member of more than five (5) other companies.*

2.2. Procedures for Nominating BOD Candidates:

Based on the 2020 Law on Enterprises and the Company Charter, the procedures for nominating BOD candidates are as follows:

- *Shareholders holding ordinary shares of the Company may combine their shares to nominate candidates for the BOD.*
- *Shareholders or groups of shareholders holding at least 5% of the total voting shares continuously for at least six months may combine their voting rights to nominate BOD candidates. Shareholders or groups holding less than 10% of voting shares continuously for at least six months may nominate one member; from 10% to less than 30%, two members; from 30% to less than 50%, three members; from 50% to less than 65%, four members; and from 65% or more, up to the total number of members to be elected.*

- If the number of BOD candidates through nomination and candidacy remains insufficient, the incumbent BOD may nominate additional candidates or organize nominations according to a mechanism prescribed by the Company. The nomination mechanism or the method by which the incumbent BOD nominates candidates must be clearly announced and approved by the General Meeting of Shareholders (EGM) before proceeding with the election of BOD members in accordance with legal regulations.

3. Nomination and Candidacy Procedures

Shareholders or groups of shareholders meeting the above conditions who wish to nominate or run as candidates for BOD membership must submit their documents directly or via mail to the Company's headquarters by 4:00 PM on November 11, 2025, at the following address:

- Nguyen Thi Thuy Ha - Chief Accountant
- Viglacera Tien Son Joint Stock Company
- Tien Son Industrial Zone, Dai Dong Commune, Bac Ninh Province, Vietnam.
- Phone: 0988.089.177

Nomination and candidacy documents include:

- A nomination/candidacy document for participation in the BOD (as per the attached template) or a document appointing a representative of the capital of Viglacera Corporation - JSC and nominating them for election as a BOD member of Viglacera Tien Son Joint Stock Company;
- Curriculum vitae completed by the candidate;
- Notarized copies of: Identity Card/Citizen ID Card/Passport, academic degrees, and certificates verifying the candidate's educational and professional qualifications;
- List of companies where the candidate currently holds positions as a BOD member or other managerial roles;
- Declaration of interests related to the Company by the candidate, their family members, or other related persons;
- Nomination or candidacy documents for BOD membership lacking any of the above documents will be deemed invalid, and the candidates will not be included in the official candidate list submitted to the Company's EGM for approval prior to the election.

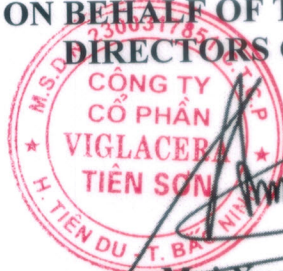
All shareholders listed as October 15, 2025, attending the EGM have the right to vote on the approval of the candidate list.

Shareholders or groups of shareholders nominating/running as candidates for BOD membership are responsible before the law and the EGM for the truthfulness and accuracy of the documents and information in their nomination/candidacy files.

Recipients: 

- As above;
- Archived: Office,

ON BEHALF OF THE BOARD OF
DIRECTORS CHAIRMAN



Mai Xuan Duc

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NOTICE OF NOMINATION
CANDIDATE FOR THE BOARD OF DIRECTORS / SUPERVISORY BOARD

Viglacera Tiên Sơn Joint Stock Company, Term 2023 - 2027

(Form 01: For a group of shareholders nominating)

To: The Board of Directors / Supervisory Board of Viglacera Tiên Sơn Joint Stock Company

Today, on [date], we, a group of shareholders owning/voluntarily forming a group of shareholders holding [number] common shares, accounting for [percentage]% of the total [number] common shares of Viglacera Tiên Sơn Joint Stock Company, as listed below:

No.	Shareholder	Passport/ID/Citizen ID/Business Registration Certificate/Establishment Decision	Number of Shares Owned	Percentage (%) of Total Shares	Signature of Shareholder (Full name and seal, if applicable)
1					
2					
...					
Total					

We unanimously nominate the following individual(s) to run for the Board of Directors for the 2023-2027 term:

No.	Full Name of Candidate	ID/Citizen ID/Passport Number	Educational Level	Major	Number of Shares Owned
1					
...					

We commit to maintaining the ownership ratio as registered in accordance with regulations to fully meet the conditions and criteria for nominating candidates for election as members of the Board of Directors / Supervisory Board for the 2023-2027 term at the time of the election during the 2025 Extraordinary General Meeting of Shareholders of Viglacera Tiên Sơn Joint Stock Company. At the same time, we affirm that the contents of this Nomination Notice are completely accurate, in compliance with legal regulations and the Charter of Viglacera Tiên Sơn Joint Stock Company.

Sincerely,

[Place], [day] [month] 2025

SHAREHOLDER

(Signature, full name, and seal (if applicable))

Attached documents:

- *Curriculum vitae prepared by the candidate, with a photo attached;*
- *Notarized copy of ID/Citizen ID/Passport and diplomas/certificates proving the candidate's educational and professional qualifications;*
- *List of companies where the candidate currently holds positions as a member of the Board of Directors or other managerial roles;*
- *Declaration of interests related to the Company of the candidate, their family members, or other related persons.*

Notes:

- *For legal entity shareholders:*
 - *The legal representative must sign and affix the company seal;*
 - *If the legal entity appoints an authorized representative, the representative must sign and attach the documents appointing the representative as per regulations.*
- *Depending on the total number of shares owned or represented by the group of shareholders, the group may nominate for one or both positions and mark an X in the box next to the respective position.*

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NOTICE OF NOMINATION
CANDIDATE FOR THE BOARD OF DIRECTORS / SUPERVISORY BOARD
Viglacera Tiên Sơn Joint Stock Company, Term 2023 - 2027
(Form 02: For an individual shareholder nominating)

To: The Board of Directors / Supervisory Board of Viglacera Tiên Sơn Joint Stock Company

- Shareholder's Name: [Name]
- Shareholder Code: [Code]
- ID/Citizen ID/Passport/Business Registration Certificate/Establishment Decision: [Number], issued on [date] at [place]
- Address: [Address]
- Number of common shares owned: [number] shares
- Number of common shares represented: [number] shares
- Total number of common shares: [number] shares, accounting for [percentage]% of the total [number] common shares issued by Viglacera Tiên Sơn Joint Stock Company.

After reviewing the regulations of Viglacera Tiên Sơn Joint Stock Company regarding the criteria, conditions, and procedures for nominating/running for members of the Board of Directors / Supervisory Board, and comparing them with the standards and rights of self-nomination, I (for an individual)/we (for an organization) nominate the following individual(s) to run for the Board of Directors for the 2023-2027 term:

No.	Full Name of Candidate	ID/Citizen ID/Passport Number	Educational Level	Major	Number of Shares Owned
1					
...					

I/We commit to maintaining the ownership ratio as registered in accordance with regulations to fully meet the conditions and criteria for nominating candidates for election as members of the Board of Directors / Supervisory Board for the 2023-2027 term at the time of the election during the 2025 Extraordinary General Meeting of Shareholders of Viglacera Tiên Sơn Joint Stock Company. At the same time, I/we affirm that the contents of this Nomination Notice are completely accurate, in compliance with legal regulations and the Charter of Viglacera Tiên Sơn Joint Stock Company.

Sincerely,

[Place], [day] [month] 2025

SHAREHOLDER

(Signature, full name, and seal (if applicable))

Attached documents:

- *Curriculum vitae prepared by the candidate, with a photo attached;*
- *Notarized copy of ID/Citizen ID/Passport and diplomas/certificates proving the candidate's educational and professional qualifications;*
- *List of companies where the candidate currently holds positions as a member of the Board of Directors or other managerial roles;*
- *Declaration of interests related to the Company of the candidate, their family members, or other related persons.*

Notes:

- *For legal entity shareholders:*
 - *The legal representative must sign and affix the company seal;*
 - *If the legal entity appoints an authorized representative, the representative must sign and attach the documents appointing the representative as per regulations.*
- *Depending on the number of shares owned or represented, the shareholder may nominate for one or both positions and mark an X in the box next to the respective position.*



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APPLICATION FOR CANDIDACY

PARTICIPATION IN THE BOARD OF DIRECTORS / SUPERVISORY BOARD

Viglacera Tiên Sơn Joint Stock Company, Term 2023 - 2027

(Form 03: For an individual shareholder self-nominating)

To: The Board of Directors of Viglacera Tiên Sơn Joint Stock Company

- Shareholder's Name: [Name]
- Shareholder Code: [Code]
- ID/Citizen ID/Passport: [Number], issued on [date] at [place]
- Address: [Address]
- Number of common shares owned: [number] shares
- Number of common shares represented: [number] shares
- Total number of common shares: [number] shares, accounting for [percentage]% of the total [number] common shares issued by Viglacera Tiên Sơn Joint Stock Company.

After reviewing the regulations of Viglacera Tiên Sơn Joint Stock Company regarding the criteria, conditions, and procedures for nominating/running for members of the Board of Directors, and comparing them with the standards and rights of self-nomination, I hereby apply to run for consideration by the General Meeting of Shareholders as a member of the Board of Directors of Viglacera Tiên Sơn Joint Stock Company for the 2023-2027 term.

I commit to maintaining the ownership ratio as registered in accordance with regulations to fully meet the conditions and criteria for running for election as a member of the Board of Directors / Supervisory Board of Viglacera Tiên Sơn Joint Stock Company for the 2023-2027 term at the time of the election during the 2025 Extraordinary General Meeting of Shareholders. At the same time, I affirm that the contents of this Application for Candidacy are completely accurate, in compliance with legal regulations and the Charter of Viglacera Tiên Sơn Joint Stock Company.

Sincerely,

[Place], [day] [month] 2025

SHAREHOLDER

(Signature, full name)

Attached documents:

- *Curriculum vitae prepared by the candidate, with a photo attached;*
- *Notarized copy of ID/Citizen ID/Passport and diplomas/certificates proving the candidate's educational and professional qualifications;*
- *List of companies where the candidate currently holds positions as a member of the Board of Directors or other managerial roles;*
- *Declaration of interests related to the Company of the candidate, their family members, or other related persons.*

Notes:

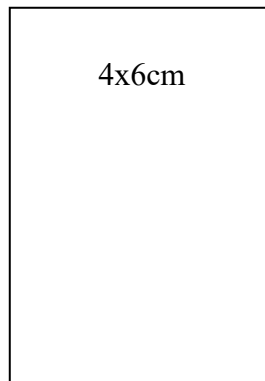
- *Depending on the number of shares owned or represented, the shareholder may only run for one position and mark an X in the box next to the respective position.*

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CURRICULUM VITAE

1. Full name:
2. Gender: Male ☐ Female ☐
3. Date of birth:
4. Place of birth:
5. Nationality:
6. Ethnicity:
7. ID number: Date of issue: Place of issue:
8. Hometown:
9. Permanent address as per household registration:
10. Current permanent address:
11. Contact phone number:
12. Educational level:
13. Professional qualifications:
14. Work history (briefly state the years of work, positions, and professions held):
15. Current job position:
16. Positions currently held in other organizations:
17. Number of shares personally held: shares, accounting for% of charter capital.
18. Number of shares held by related persons: shares, accounting for% of charter capital.
19. Debts owed to the Company:
20. Remuneration and other benefits:
21. Related interests with the Company:



I hereby declare that the information provided above is entirely true. If it is found to be false, I am willing to take responsibility before the law.

...,2025

Declarant

(Signature, full name)

REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

At the 2025 Extraordinary General Meeting of Shareholders

- Pursuant to the Law on Enterprises and its implementing regulations;
- Pursuant to the Charter of Viglacera Tien Son Joint Stock Company.

The election to replace members of the Board of Directors (BOD) for the 2023 - 2027 term at the 2025 Extraordinary General Meeting of Shareholders (EGM) of Viglacera Tien Son Joint Stock Company shall be conducted in accordance with the following provisions:

Article 1. Election principles and voting rights at the General Meeting

1.1. Principles:

The election of members of the BOD shall be carried out based on the following principles:

- Compliance with current laws on enterprises and securities in Vietnam;
- Compliance with the current Charter of the Company;
- Ensuring transparency, democracy, and the lawful rights and interests of all shareholders.

1.2. Persons with Voting Rights:

Persons entitled to vote at the EGM are shareholders owning shares or authorized representatives of shareholders (according to the list of shareholders provided by the Vietnam Securities Depository and Clearing Corporation as of October 15, 2025) who are present at the EGM.

Article 2. Number, Conditions, and Criteria for BOD Members

2.1. Number of BOD Members:

The number of BOD members for the 2023-2027 term as per the Company Charter: 5 members.

At least one-third of the total number of BOD members must be independent members.

Number of BOD members to be elected as replacements at the GMS: 1 member.

2.2. Conditions and Criteria for BOD Members:

Individuals aged 21 or older, with full civil capacity, and not subject to restrictions on managing enterprises as stipulated by the Law on Enterprises;

An individual shareholder holding at least 5% of the total ordinary shares, or another person with educational qualifications, business and organizational management skills, legal knowledge, and extensive experience, particularly in the Company's business field;

Good health, good moral character, honesty, and integrity;

BOD members must not be related persons of managers or individuals authorized to appoint managers of the parent company – Viglacera Corporation – JSC.

2.3. Conditions for Nomination, Self-Nomination for BOD Membership, Number of Candidates, and Compilation of the Candidate List:

Conditions for Self-Nomination or Nomination for BOD Membership:

A person who self-nominates or is nominated for election to the BOD must meet the standards and conditions for BOD members stipulated in Clause 2.2 of this regulation

The self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit a valid and timely application file as regulated.

Number of BOD Candidates:

The number of candidates for election to the BOD shall be determined by eligible shareholders or groups of shareholders and must be at least equal to the number of BOD members, which is 2. Shareholders or groups of shareholders shall nominate candidates in accordance with the Company Charter as follows:

Shareholders or groups of shareholders holding at least 5% of the total number of voting shares have the right to aggregate the number of voting rights of each person to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding less than 10% of the total number of voting shares may nominate one member; shareholders or groups of shareholders holding from 10% to less than 30% may nominate two members; from 30% to less than 50% may nominate three members; from 50% to less than 65% may nominate four members; from 65% or more may nominate the maximum number of members to be elected.

Compilation of the BOD Candidate List:

After the deadline for receiving nomination documents, the incumbent BOD shall compile a list of eligible candidates to be announced to shareholders as prescribed.

If the number of BOD candidates through nomination and self-nomination is still less than 5, the incumbent BOD may nominate additional candidates under the following mechanism:

Candidates must meet all criteria and conditions for BOD membership.

Candidates must submit complete nomination documents.

The list of valid candidates must be approved by the GMS at the meeting before the election takes place. The approval of the candidate list shall be conducted by a show of hands.

Article 3. Application dossiers and submission deadlines

3.1. Application dossier includes:

Application form for BOD candidacy with a commitment to perform the duties of a BOD member honestly if elected (attached template);

Curriculum vitae (attached template);

Shareholding confirmation of the shareholder or group of shareholders (for the last 6 months) issued by the securities company where the account is held or by the Vietnam Securities Depository and Clearing Corporation (as of October 15, 2025);

Minutes of shareholder group meeting and list of group members (if nominated by a shareholder group);

Certified copies of ID card/ passport, permanent residence, and educational/ professional qualifications.

3.2. Submission deadline:

Dossiers must be submitted directly or sent by registered mail to the Company's head office at least one working day prior to the EGM.

Only dossiers and candidates meeting all eligibility criteria will be included in the final candidate list announced at the meeting.

Article 4. Voting method

The election of BOD members shall be conducted using the cumulative voting method, as follows:

Each shareholder or their authorized representative attending the meeting shall have a total number of votes corresponding to the total number of voting shares (owned and authorized) multiplied by the number of members to be elected to the BOD;

The shareholder or person authorized to attend the meeting may cast the entire number of votes or fewer than the number of votes for the members elected to the BOD.

Example: The GMS elects 2 BOD members from a total of 2 candidates. Shareholder Nguyen Van A holds (owned and authorized) 10,000 voting shares. The total number of votes for Nguyen Van A is: $(10,000 \times 2) = 20,000$ votes.

Nguyen Van A may allocate votes as follows:

Allocate all 20,000 votes to 1 BOD candidate.

Distribute 20,000 votes equally among all 2 BOD candidates (equivalent to 10,000 votes per candidate).

Allocate 20,000 votes to certain BOD candidates by dividing the 20,000 voting rights among them in varying amounts, provided the total votes do not exceed 20,000.

Article 5. Election Process

5.1. Voting Ballot:

Each shareholder or authorized representative will be issued one BOD election ballot (“ballots”), which include the shareholder code, number of shares (owned and authorized), the total votes calculated based on the number of members to be elected for the BOD, and the list of nominated candidates for the BOD. Upon receiving the ballot, shareholders/authorized representatives must verify the shareholder code and number of shares recorded on the ballot and report any errors immediately for correction.

Shareholders or authorized representatives must use the pre-printed ballots issued by the Organizing Committee, bearing the Company’s hanging seal.

5.2. How to Fill Out the Ballot:

To vote for a candidate, shareholders or authorized representatives write the number of votes in the “Number of Votes” column corresponding to the candidate’s name.

If not voting for a candidate, shareholders or authorized representatives write “0,” leave it blank, or cross out the “Number of Votes” column corresponding to that candidate’s name.

Shareholders or authorized representatives may allocate votes to one or several candidates or choose not to vote for any candidate.

If a shareholder or authorized representative makes an error while filling out the ballot and has not yet placed it in the ballot box, they may directly approach the Head of the Vote Counting Committee to exchange it for a new ballot.

5.3. Validity of the Ballot:

Valid Ballots:

Ballots issued by the Organizing Committee with the Company’s hanging seal;

Ballots voting for BOD candidates listed in the nomination list approved by the GMS, or blank ballots;

Ballots without erasures or corrections.

Invalid Ballots:

Ballots not issued by the GMS Organizing Committee;

Ballots without the Company’s round seal;

Ballots that are torn, crossed out, erased, corrected, or include additional names of candidates not on the approved list;

Ballots with a total number of votes exceeding the shareholder's or authorized representative's entitled votes;

Ballots voting for more candidates than the number of BOD members to be elected.

Article 6. Vote Counting Committee, Voting Procedure, and Vote Counting

6.1. Vote Counting Committee:

The Vote Counting Committee consists of 3 members, proposed by the GMS and approved by the GMS. Members of the Vote Counting Committee may not be shareholders but must not be individuals listed as candidates or nominees for the BOD.

Key responsibilities of the Vote Counting Committee:

Provide a brief overview of election regulations;

Distribute ballots to shareholders or their authorized representatives;

Inspect and supervise the voting process;

Organize vote counting;

Prepare and announce the vote counting minutes before the GMS;

Submit the minutes and all ballots to the Chairperson.

The Vote Counting Committee must ensure the integrity of the election and confidentiality of the vote counting process; any violations will hold the Committee accountable. After counting, the Committee must prepare a vote counting report and announce it before the GMS.

6.2. Voting and Vote Counting Procedure:

The Organizing Committee shall prepare ballot boxes. The Vote Counting Committee must inspect the ballot boxes in the presence of shareholders. The Organizing Committee shall arrange for BOD voting to use the same ballot box but with ballots of different colors for distinction.

Voting begins once ballot distribution is complete and ends when the last shareholder casts their vote into the ballot box.

Vote counting must commence immediately after voting concludes.

The Vote Counting Committee may use electronic devices and technical personnel to assist in vote counting.

The vote counting results shall be documented in writing, signed by all Committee members, and announced by the Head of the Vote Counting Committee before the GMS.

Article 7. Principles for Election of BOD Members

Successful candidates for the BOD are those receiving votes from highest to lowest, starting with the candidate with the most votes, until the required number of members specified in these Regulations is reached, and they must achieve a vote ratio of $\geq 75\%$ of the total voting shares of all shareholders and authorized representatives present at the meeting.

Formula: Vote ratio = (Total votes received by the candidate / Total voting shares present at the meeting) x 100%.

In case two or more candidates meet the election criteria with an equal number of votes, and fewer candidates can be elected, the selection shall follow this principle: The candidate nominated by the shareholder or group of shareholders holding a higher number of shares shall be elected.

Article 8. Resolution of Complaints Regarding Voting and Vote Counting

If a shareholder raises a complaint or requests a review of the election results, the incumbent Supervisory Board shall directly re-examine the process. If intentional errors or

fraud in vote counting are detected, the Vote Counting Committee shall bear full responsibility.

Responses and resolutions to complaints regarding voting and vote counting shall be handled by the GMS Chairperson and recorded in the GMS minutes.

Article 9. Effective Date

These Regulations shall take effect at the 2025 GMS session after being approved by the GMS of the Company. The Organizing Committee and relevant departments within the Company shall be responsible for implementing the related tasks in accordance with these Regulations.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN