

No. ~~19~~/2026/HIO/CBTT

Hanoi, April 18, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

**To: - The State Securities Commission;
- Hanoi Stock Exchange.**

1. Name of organization: Helio Energy Joint Stock Company

- Securities code: HIO
- Address: 5th Floor, No.201 Truong Chinh Street, Phuong Liet Ward, Hanoi.
- Telephone: 0243.226.3333 Fax:
- E-mail: info@helioenergy.vn Website: <https://helioenergy.vn>

2. Contents of disclosure:

Helio Energy Joint Stock Company disclosure of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

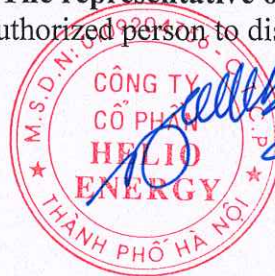
- 3.** This information was published on the company's website on April 18, 2026, as in the link: <https://helioenergy.vn>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attachments:

- Minutes of the 2026 Annual General Meeting of Shareholders;
- Resolution of the 2026 Annual General Meeting of Shareholders and meeting documents.

The representative of the Company
Authorized person to disclose information



PHÓ TỔNG GIÁM ĐỐC
Bùi Tuấn Dương

No. 01/2026/HIO/NQ-ĐHĐCĐ

Hanoi, April 18, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS 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;
- Pursuant to the Minutes of the Annual General Meeting Of Shareholders No. 01/2026/HIO/BB-ĐHĐCĐ of Helio Energy Joint Stock Company on April 18th, 2026.

RESOLVE:

- Article 1.** Approval of the report on the business performance results in 2025 and the business plan for 2026 (as Report No. 01/2026/HIO/BC-BTGĐ).
- Article 2.** Approval of the report on the activities of the Board of Directors in 2025 and the plan for 2026 (as Report No. 01/2026/HIO/BC-HĐQT).
- Article 3.** Approval of the report on the activities of the Board of Supervisors in 2025 (as Report No. 01/2026/HIO/BC-BKS).
- Article 4.** Approval of the report on the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approval of the 2026 payment plan (as Proposal No. 01/2026/HIO/TTr-HĐQT-BKS).
- Article 5.** Approval of the list of independent audit firms for 2026 (as Proposal No. 01/2026/HIO/TTr-BKS).
- Article 6.** Approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025 (as Proposal No. 01/2026/HIO.TTr-HĐQT).
- Article 7.** Approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026 (as Proposal No. 02/2026/HIO/TTr-HĐQT).
- Article 8.** Approval of the listing of the Company's shares (as Proposal No. 03/2026/HIO/TTr-HĐQT).
- Article 9.** Approval of the investment policy and execution of significant contracts and transactions (as Proposal No. 04/2026/HIO/TTr-HĐQT).



Article 10. Approval of transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations (as Proposal No. 05/2026/HIO/TTr-HĐQT).

Article 11. Approval of the content regarding the election of the Board of Directors for the term 2026 - 2031 (as Proposal No. 06/2026/HIO/TTr-HĐQT).

- Approval of the number and composition of the Board of Directors for the term 2026 – 2031: the Board of Directors shall consist of 05 (five) members, including 02 (two) independent members.
- Approval of the elected members of the Board of Directors:
 1. Mr. Phan Thanh Dat – Member of the Board of Directors;
 2. Mr. Bui Tuan Duong – Member of the Board of Directors;
 3. Mr. Nguyen Minh Hoang – Independent member of the Board of Directors;
 4. Mrs. Nguyen Thi Ngoc Quynh – Member of the Board of Directors;
 5. Mrs. Pham Thi Thu Trang – Independent member of the Board of Directors.

Article 12. Effectiveness

This Resolution has been approved by the Annual General Meeting of Shareholders 2026 and shall take effect from the date of issuance.

The members of the Board of Directors and the Board of Management are responsible for implementing this Resolution and organizing its execution in accordance with their functions, in compliance with legal regulations and the Company's Charter.

Recipients:

- General Meeting of Shareholders;
- BOD, BOM;
- Archived: the BOD's Office, Legal Dept;
- Disclosure as regulation.

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN**



Phan Thanh Dat

No. 01/2026/HIO/BB-ĐHĐCĐ

Hanoi, April 18, 2026

**MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HELIO ENERGY JOINT STOCK COMPANY**

I. COMPANY INFORMATION:

1. Name of Company: **Helio Energy Joint Stock Company.**
2. Head office address: 5th Floor, No. 201 Truong Chinh Street, Phuong Liet Ward, Hanoi, Vietnam.
3. Business Registration Certificate No. 0109204756 issued by the Business Registration Office – Hanoi Authority for Planning and Investment, first registered on June 02nd, 2020; registered for the 9th change by Business Registration and Corporate Finance Division - Hanoi Department of Finance on March 30th, 2026).

II. THE MEETING ORGANIZATION TIME AND LOCATION:

1. Time: Starting at 08:30 AM on April 18th, 2026.
2. Location: Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Cua Nam Ward, Hoan Kiem District, Hanoi.

III. PARTICIPANTS:

1. Shareholders, duly authorized representatives of the shareholders (*following the registered list*);
2. Members of the Board of Directors, the Board of Supervisors, the Board of Management, and the Company's staff.
3. Shareholder eligibility verification

The Meeting heard the presentation of Mrs. Nguyen Thi Nga, Head of the Shareholder Eligibility Verification Committee, regarding the Shareholders Eligibility Verification Report of Annual General Meeting of Shareholders for 2026 of Helio Energy Joint Stock Company held on April 18th, 2026 ("*the Meeting*"):

- The total number of shareholders of the Company at the record date for exercising shareholders' rights to attend the Annual General Meeting of Shareholders for 2026 (on March 23, 2026): 394 shareholders, representing 21,000,000 voting shares of the Company.
- The total number of shareholders invited to attend the Meeting: 394 shareholders, representing 21,000,000 voting shares of the Company.

- At 09:00 AM on April 18, 2026, the total number of shareholders/representatives of shareholders attending the Meeting was 23 shareholders/representatives of shareholders, representing 15,379,101 shares and accounting for 73.23% of the total of voting shares of the Company.

Pursuant to the Law on Enterprise, Helio Energy Joint Stock Company's Charter, the Annual General Meeting of Shareholders for 2026 of the Company is eligible to proceed.

IV. COMMENCEMENT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR 2026:

1. Introduction of the Presidium and the Vote Counting Committee of the Meeting:

Mr. Phan Thanh Dat – Chairman of the Board of Directors of the Company is the Meeting's Chairperson as per the regulation. The Chairperson of the Meeting introduced the Presidium and the Vote Counting Committee as follows:

a. The Meeting Presidium

- Mr. Phan Thanh Dat – Chairman of the Board of Directors of the Company – the Meeting Chairperson (*"the Chairperson"*);
- Mrs. Nguyen Thi Ngoc Quynh – General Director of the Company;
- Mr. Bui Tuan Duong – Member of the Board of Directors cum Deputy General Director;
- Mr. Tran Minh Duc – Head of the Board of Supervisors.

b. The Meeting Vote Counting Committee

- Mr. Nguyen Trong An – Head of the Vote Counting Committee;
- Ms. Nguyen Dieu Hoa – Member.

The Presidium and the Vote Counting Committee were unanimously approved by the Meeting with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting.

2. The Chairperson appointed the Meeting Secretary is Ms. Vu Thanh Huyen.
3. The Meeting heard the presentation of Mrs. Vu Thanh Huyen, the Meeting Secretary, regarding the Rules of Procedure for the 2026 Annual General Meeting of Shareholders of Helio Energy Joint Stock Company.

The Rules of Procedure for the 2026 Annual General Meeting of Shareholders was unanimously approved by the Meeting with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting.

4. Approving the 2026 Annual General Meeting of Shareholders Agenda

The Chairperson presented the agenda of the Meeting, as follows:

- Content 1. The report on the business performance results in 2025 and the business plan for 2026;

- Content 2. The report on the activities of the Board of Directors in 2025 and the plan for 2026;
- Content 3. The report on the activities of the Board of Supervisors in 2025;
- Content 4. Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approval of the 2026 payment plan;
- Content 5. Proposal for approval of the list of independent audit firms for 2026;
- Content 6. Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025;
- Content 7. Proposal for approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026;
- Content 8. Proposal for the listing of the Company's shares;
- Content 9. Proposal for approval of the investment policy and execution of significant contracts and transactions;
- Content 10. Proposal on transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations;
- Content 11. Electing the Board of Directors for the term 2026 - 2031.

The agenda was unanimously approved by the Meeting with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting.

V. REPORTS AND PROPOSALS PRESENTED

1. The Meeting heard the presentation of Mrs. Nguyen Thi Ngoc Quynh, General Director:
 - The report on the business performance results in 2025 and the business plan for 2026 (*as Report No. 01/2026/HIO/BC-BTGD*).
2. The Meeting heard the presentation of Mr. Phan Thanh Dat, Chairman of the Board of Directors:
 - The report on the activities of the Board of Directors in 2025 and the plan for 2026 (*as Report No. 01/2026/HIO/BC-HDQT*);
 - Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025 (*as Proposal No. 01/2026/HIO/TTr-HDQT*);
 - Proposal on transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations (*as Proposal No. 05/2026/HIO/TTr-HDQT*);

3. The Meeting heard the presentation of Mr. Tran Minh Duc, Head of the Board of Supervisors:
 - The report on the activities of the Board of Supervisors in 2025 (*as Report No. 01/2026/HIO/BC-BKS*);
 - Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approval of the 2026 payment plan (*as Proposal No. 01/2026/HIO/TTr-HĐQT-BKS*);
 - Proposal for approval of the list of independent audit firms for 2026 (*as Proposal No. 01/2026/HIO/TTr-BKS*).
4. The Meeting heard the presentation of Mr. Bui Tuan Duong, Member of the Board of Directors cum Deputy General Director:
 - Proposal for approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026 (*as Proposal No. 02/2026/HIO/TTr-HĐQT*);
 - Proposal for the listing of the Company's shares (*as Proposal No. 03/2026/HIO/TTr-HĐQT*);
 - Proposal for approval of the investment policy and execution of significant contracts and transactions (*as Proposal No. 04/2026/HIO/TTr-HĐQT*);
 - Proposal regarding nomination of personnel for election to the Board of Directors for the 2026 - 2031 term (*as Proposal No. 06/2026/HIO/TTr-HĐQT*).
5. The Meeting heard the presentation of Ms. Vu Thanh Huyen, The Meeting Secretary, regarding the Regulation on the election of the Board of Directors members for the 2026 – 2031 term of Helio Energy Joint Stock Company.

The Regulation on the election of the Board of Directors members for the 2026 – 2031 term was issued with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting.

VI. DISCUSSION AND RESPONSE TO SHAREHOLDERS' INQUIRIES

The Presidium and the Meeting heard shareholders' opinions and conducted the discussion on the content of reports, and proposals were presented at the Meeting. The Meeting reached a consensus on the contents presented and explained at the Meeting and had no additional comments.

VII. VOTING

The Chairperson directed the Meeting to vote on the content of reports, proposals were presented at the Meeting, and the election ballot for the election for the Board of Directors for the term 2026 – 2031.

The Vote Counting Committee guided shareholders on the voting rules and the election procedure.

After shareholders finalized the voting and the election of the members of the Board of Directors for the term 2026 - 2031, the voting box was transformed into the counting area for vote counting.

During the time the Vote Counting Committee was working, the Meeting was taking a break.

VIII. VOTING RESULTS

At the voting time on 10:30 AM, there were 23 shareholders/representatives of shareholders, representing 15,379,101 voting shares.

After the vote counting time, Mr. Nguyen Trong An, Head of the Vote Counting Committee, announced to the Meeting the vote counting results and the election results of the Board of Directors for the 2026–2031 term, as follows:

1. Vote counting results:

- Voting method: Voting by ballot.
- Each common share equals one (01) vote.
- The total number of shareholders attending and voting at the Meeting was 23 shareholders/representatives of shareholders, representing 15,379,101 votes.
- Vote counting results for each content as follows:

No.	Contents	Result	Total number of votes	Percent ages (*)	Result	Total number of votes	Percent ages (*)
1	The report on the business performance results in 2025 and the business plan for 2026	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
2	The report on the activities of the Board of Directors in 2025 and the plan for 2026	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
3	The report on the activities of the Board of Supervisors in 2025	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
4	Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approval of the 2026 payment plan	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%

No.	Contents	Result	Total number of votes	Percent ages (*)	Result	Total number of votes	Percent ages (*)
5	Proposal for approval of the list of independent audit firms for 2026	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
6	Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
7	Proposal for approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
8	Proposal for the listing of the Company's shares	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
9	Proposal for approval of the investment policy and execution of significant contracts and transactions	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
10	Proposal on transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%
11	Proposal regarding nomination of personnel for election to the Board of Directors for the 2026 - 2031 term	Total	15,379,101	100%	Agree	15,379,101	100%
		Valid	15,379,101	100%	Disagree	0	0%
		Non-valid	0	0%	No opinion	0	0%

(*) Based on the total number of votes of all shareholders/representatives of shareholders attending and voting at the Meeting.

2. Election results of the Board of Directors for the 2026–2031 term

- A total of 05 candidates have been nominated by shareholders for positions on the Board of Directors for the 2026 – 2031 term.
- Voting method: Cumulative voting.

- Each common share carries five (05) votes for the election of members of the Board of Directors for the 2026 – 2031 term.
- The total number of shareholders attending and participating in the election at the Meeting is 23 shareholders, representing 76,895,505 votes for the Board of Directors for the 2026 – 2031 term.
 - + Total valid votes: 76,895,505 votes;
 - + Total invalid votes: 0 votes.
- The election results for the Company’s Board of Directors for the 2026 – 2031 term are as follows:

No.	Full name	Position	Number of ballots	Results
1	Mr. Phan Thanh Dat	Member of the BOD	15,384,301	Elected
2	Mr. Nguyen Minh Hoang	Independent member of the BOD	15,377,801	Elected
3	Ms. Nguyen Thi Ngoc Quynh	Member of the BOD	15,377,801	Elected
4	Ms. Pham Thi Thu Trang	Independent member of the BOD	15,377,801	Elected
5	Mr. Bui Tuan Duong	Member of the BOD	15,377,801	Elected

IX. THE CONTENTS APPROVED BY THE MEETING

Based on the vote counting results, the Company’s Charter and the Law on Enterprise, the contents approved by the 2026 Annual General Meeting of Shareholders as detailed below:

1. **The report on the business performance results in 2025 and the business plan for 2026** (as Report No. 01/2026/HIO/BC-BTGD attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;
2. **The report on the activities of the Board of Directors in 2025 and the plan for 2026** (as Report No. 01/2026/HIO/BC-HDQT attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;
3. **The report on the activities of the Board of Supervisors in 2025** (as Report No. 01/2026/HIO/BC-BKS attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;
4. **Proposal for approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026** (as Proposal No. 02/2026/HIO/TTr-HDQT attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;
5. **Proposal for approval of the list of independent audit firms for 2026** (as Proposal No. 01/2026/HIO/TTr-BKS attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;
6. **Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025** (as Proposal No. 01/2026/HIO/TTr-HDQT attached) with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting;

7. **Proposal for approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026** (as Proposal No. 02/2026/HIO/TTr-HĐQT attached) with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting;
8. **Proposal for the listing of the Company's shares** (as Proposal No. 03/2026/HIO/TTr-HĐQT attached) with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting;
9. **Proposal for approval of the investment policy and execution of significant contracts and transactions** (as Proposal No. 04/2026/HIO/TTr-HĐQT attached) with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting;
10. **Proposal on transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company's Charter, related regulations** (as Proposal No. 05/2026/HIO/TTr-HĐQT attached) with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting, with the following principal contents:
 - Approval of the transition of the management and organizational structure of the Company stipulated in point b, clause 1, Article 137 of the 2020 Enterprise Law, including:
 - + Shareholders' General Meeting;
 - + Board of Directors;
 - Audit Committee (reporting to the Board of Directors);
 - + General Director.
 - Conclusion of the term 2021 – 2026 of the Board of Supervisors, the following individuals are no longer members of the Company's Board of Supervisors:
 - + Mr. Tran Minh Duc;
 - + Ms. Nguyen Thi Phuong;
 - + Ms. Nguyen Thi Thanh Huong.
 - Terminate the Regulations on the operation of the Board of Supervisors.
 - Approving the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors.
11. **Approval of the content regarding the election of the Board of Directors for the term 2026 - 2031** (as Proposal No. 06/2026/HIO/TTr-HĐQT) with the approval rate of **100%** of the total votes from all shareholders attending and voting at the Meeting, with the following principal contents:
 - The following individuals are no longer members of the Company's Board of Directors as of the 2026 Annual General Meeting of Shareholders, which will elect and approve the Board of Directors for the 2026-2031 term:
 - + Mr. Phan Thanh Dat;
 - + Mr. Bui Tuan Duong;
 - + Mr. Nguyen Thanh Long.

- Approving the quantity and composition of the Board of Directors for the 2026 – 2031 term: The Board of Directors shall consist of 05 (*five*) members, including 02 (two) independent members.
- Approving the list of elected members of the Board of Directors:
 1. Mr. Phan Thanh Dat – Member of the Board of Directors;
 2. Mr. Bui Tuan Duong – Member of the Board of Directors;
 3. Mr. Nguyen Minh Hoang – Independent member of the Board of Directors;
 4. Ms. Nguyen Thi Ngoc Quynh – Member of the Board of Directors;
 5. Ms. Pham Thi Thu Trang – Independent member of the Board of Directors.

X. APPROVED ON THE RESOLUTION AND THE MINUTES OF THE MEETING:

The Meeting heard the presentation of Mrs. Vu Thanh Huyen, The Meeting Secretary, regarding the minutes and the resolution of the 2026 Annual General Meeting of Shareholders.

The minutes and the resolution were unanimously approved by the Meeting with the approval rate of 100% of the total votes from all shareholders attending and voting at the Meeting.

The Meeting was adjourned at ~~11:15AM~~ on the same day.

Recipients:

- General Meeting of Shareholders;
- BOD, BOM;
- Archive: the BOD's Office, Legal Dept.;
- Disclosure as regulation.

MEETING SECRETARY

VU THANH HUYEN

CHAIRPERSON

PHAN THANH DAT

- T.C.P *

REPORT

BUSINESS PERFORMANCE RESULTS IN 2025 AND PLAN FOR 2026

To: The Annual General Meeting of Shareholders 2026
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.

PART I

BUSINESS PERFORMANCE RESULTS IN 2025

I. THE BOARD OF MANAGEMENT REPORTS ON THE BUSINESS PRODUCTION SITUATION IN 2025

In 2025, the Board of Management of Helio Energy Joint Stock Company (*hereinafter referred to as the "Company"*) exerted every effort to organize and implement business production activities by strictly adhering to the guidelines, orientations, and objectives approved by the 2025 Annual General Meeting of Shareholders.

Throughout the management process, the Board of Management has consistently received close attention, supervision, and direction from the Board of Directors, thereby ensuring that the Company's governance and operations are carried out in the right direction and that any emerging difficulties or obstacles are handled promptly.

On that basis, the Board of Management would like to submit a summary report to the Annual General Meeting of Shareholders on the implementation of tasks in 2025 as follows:

1. Personnel, remuneration, and operating expenses of the Board of Management

In 2025, there were no changes in the personnel of the Company's Board of Management. The Board of Management consists of 01 (*one*) General Director and 01 (*one*) Deputy General Director, specifically as follows:

No	List of Members	Position
1	Mrs. Nguyen Thi Ngoc Quynh	General Director
2	Mr. Bui Tuan Duong	Deputy General Director

The total income of the Board of Management in 2025 was: 1,760,299,600 VND. Operating expenses, business transactions, and travel allowances, etc., of the Board of

Management during the year were incurred in strict compliance with the Company's regulations and policies.

2. Business production performance results in 2025

Regarding the Company's business performance in 2025, the Board of Management hereby reports the business results to the Annual General Meeting of Shareholders as follows:

Net revenue in 2025 reached VND 109,611 million, a decrease of VND 9,688 million (equivalent to 8.12%) compared to 2024, achieving 92.89% of the annual plan. The primary reason was the shift in extreme weather patterns between 2024 and 2025. Specifically, 2024 was characterized by the El Niño phenomenon, featuring prolonged heat and sunshine; whereas in 2025, weather patterns shifted to La Niña, associated with a sudden surge in rainfall, storms, and tropical depressions. This led to a relative decline in power generation output at the Projects in 2025 compared to 2024.

Additionally, in 2025, the Company continued to strengthen cost control and management to enhance operational efficiency. Operating and general administrative expenses were regularly reviewed to ensure efficient resource allocation, thereby mitigating the impact of rising costs on the Company's profitability. In 2025, net profit after tax reached VND 13,555 million, a decrease of 35.69% compared to 2024 and achieving 79.73% of the annual plan. Despite the decline in profit, the Company maintained stable business operations and continued to implement restructuring plans while seeking new investment opportunities to build a solid foundation for sustainable growth in the coming years.

Currency: VND Million

No	Consolidated indicator	2024	2025		Achievement Rate	Growth Rate Compared to 2024
		Execution	Plan <i>(Under the scenario where the capital increase was not completed in 2025)</i>	Execution		
1	Charter capital	210,000	210,000	210,000	100%	100%
2	Net revenue	119,299	118,000	109,611	92.89%	91.88%
3	Profit after tax	21,079	17,000	13,555	79.74%	64.31%
4	Owner's Equity	235,891	270,891	265,843	98.14%	112.70%
5	Payout ratio	0%	0%	0%	-	-

(Source: Consolidated financial statements audited for the years 2024 and 2025)

II. EVALUATION OF BUSINESS AREAS

2025 was a year in which the renewable energy sector continued to be significantly impacted by the finalization of the State's legal framework, as well as changes in policies, electricity pricing mechanisms (buy/sell rates), and power mobilization activities. Accordingly, the key tasks implemented in 2025 focused on the core business of power generation through rooftop solar projects and the stable operation of existing projects. In addition to maintaining the existing production activities mentioned above, the Board of

Management proactively conducted research and evaluation of investment opportunities aligned with the Company's long-term development orientation.

Details of the Company's business performance in 2025 are as follows:

1. Electricity production activities

As of the end of 2025, the Company is operating a portfolio of projects with a total capacity of approximately 36.53 MWp. In the past year, the Company focused on improving business operations and implementing cost optimization strategies, improving efficiency, and reducing waste. The rooftop solar power project clusters have all been operating stably, generating consistent revenue and substantial, stable cash flows, providing critical resources to support the Company's operations. List of Project Clusters owned and operated by the Company:

- *Southern and Central Southern regions: 8,62 MWp;*
- *Central Highlands region: 27,91 MWp.*

2. Investment activities

In 2025, the Company continued to implement investment activities in accordance with the orientations approved by the General Meeting of Shareholders and the Board of Directors, based on the principles of prudence, efficiency, and alignment with the long-term development strategy.

Notably, the implementation of the public offering of additional shares to increase capital for the acquisition of shares in SD Truong Thành Joint Stock Company – the investor of the 50MWp Thuan Minh 2 Solar Power Plant in Lam Dong Province (formerly Binh Thuan Province before the administrative boundary adjustment) – was identified as one of the key tasks and top investment priorities of the Company. Therefore, the Board of Management focused on directing and coordinating professional departments to work closely together, step-by-step finalizing the necessary procedures to advance this plan according to the set roadmap. On December 30, 2025, the Company was granted the Registration Certificate for Public Offering of Additional Shares No. 557/GCN-UBCK by the State Securities Commission. By March 10, 2026, the offering was successfully concluded with total proceeds of VND 210 billion. The Company subsequently submitted a report to the State Securities Commission and, on March 16, 2026, received feedback via Official Letter No. 2044/UBCK-QLCB. On the same day, the Company finalized all remaining procedures to complete the acquisition of a 59.32% stake in SD Truong Thanh Joint Stock Company.

3. Operation and management services for electricity projects

The management and operation (O&M) services for rooftop solar projects continue to be implemented in alignment with the approved development orientation, aiming to leverage the Company's strengths in its skilled engineering team and extensive operational experience. This activity has become a vital component of the Company's operations, providing a revenue stream that supports overall production and business activities.

PART II
BUSINESS PRODUCTION PLAN FOR 2026

Against the backdrop of the energy market and related policies and mechanisms, as well as the current operational status of the Company's power projects, in 2026, the Company aims to ensure the safe, stable, and efficient operation of each project. Key objectives include enhancing investment efficiency, optimizing the existing asset portfolio, and controlling risks; gradually expanding investment activities in alignment with energy market development trends; and developing resources while perfecting the governance system to increasingly meet the Company's requirements for sustainable development.

Therefore, the Board of Management has developed the 2026 business plan targets and hereby submits them to the General Meeting of Shareholders for approval as follows:

I. KEY TASKS FOR 2026

1. Key economic targets:

Currency: VND Million

No	Consolidated indicator	2025 Actual	2026 Plan
1	Charter capital	210,000	420,000
2	Net revenue	109,611	227,116
3	Profit after tax	13,555	57,473
4	Owner's equity	265,843	723,082
5	Payout ratio	0%	0%

2. Key objectives:

2.1. Maintaining stable operation of existing power projects

- Strengthening operation and maintenance (O&M) activities through the standardization of operating procedures; performing comprehensive and effective periodic maintenance to ensure stable and continuous system operation;
- Enhancing project performance by increasing the application of technology in monitoring and operation management, minimizing incidents, and optimizing operational efficiency;
- Ensuring compliance and risk control by adhering to legal regulations, Power Purchase Agreements (PPAs), and regulatory requirements; strengthening occupational safety and risk management.

2.2. Investment activities

- Promoting research and seeking new investment opportunities in the renewable energy sector, particularly in solar and wind power projects. This is the Company's top priority, aimed at increasing scale, diversifying business activities, and maximizing corporate resources to expand market share, enhance competitiveness, generate profits, and maximize the interests of shareholders and stakeholders;

- Cultivating extensive relationships and identifying potential and suitable partners to execute transactions aimed at optimizing and restructuring the existing portfolio; or collaborating on investments in renewable energy projects through asset acquisitions and the purchase of capital contributions or shares in companies owning projects or power systems.

2.3. Operations management services and consulting services for implementing power projects

- Enhancing marketing activities and searching for potential customers who require the services;
- Enhancing customer care activities before, during, and after the execution of contracts.

2.4. Human resources development

- Enhancing the quality of the workforce by strengthening training, professional development, and management skills; building a core team to meet operational and development requirements;
- Perfecting the governance and performance evaluation system through the construction and standardization of management frameworks; gradually finalizing the performance appraisal mechanism linked to business production targets;
- Developing talent acquisition and retention policies by finalizing compensation and benefits structures; creating a stable, professional, and engaging work environment.

2.5. Implementing the listing of the Company's shares

In 2026, the Board of Management has identified the listing of the Company's shares as one of its key priorities. Accordingly, the Board will focus on directing and coordinating professional departments to proactively collaborate with advisory units, shareholders, and competent regulatory authorities to finalize the necessary conditions, documentation, and procedures, aiming to list the Company's shares on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with the established roadmap.

The listing will not only enhance transparency, corporate governance, and the Company's prestige in the capital market but also establish a critical foundation for expanding capital mobilization capabilities. This will support the Company's growth strategy and sustainable development in the upcoming period.

II. CORE SOLUTIONS FOR THE IMPLEMENTATION OF THE 2026 BUSINESS PLAN

- **Refine the governance system and internal procedures:** Standardize operational, investment, financial, and human resource procedures to enhance management efficiency and risk control.
- **Accelerating technology application and digital transformation:** Enhancing operational monitoring, data analytics, and management digitalization to optimize performance and achieve cost savings.

- **Financial optimization and investment efficiency enhancement:** Controlling costs and optimizing capital structure; improving the quality of due diligence and investment project selection.
- **Market development and partnership expansion:** Intensifying the search for investment opportunities, expanding the service client base, and collaborating with strategic partners.
- **Human resource development and risk management enhancement:** Improving personnel quality and finalizing compensation schemes, while ensuring compliance and risk control across all management and operational activities.

Above is the report on the business performance results for the year 2025 and the business plan for the year 2026.

Respectfully submitted for the consideration and approval of the Annual General Meeting of Shareholders.

Sincerely./.

Recipients:

- Shareholders' General Meeting;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept.

ON BEHALF OF THE BOARD OF MANAGEMENT

GENERAL DIRECTOR



Nguyen Thi Ngoc Quynh



REPORT

THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND THE PLAN FOR 2026

To: The Annual General Meeting of Shareholders 2026
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;
- Pursuant to the Regulations on the operation of the Board of Directors.

The Board of Directors (hereinafter referred to as "**BOD**") respectfully reports to the Annual General Meeting of Shareholders 2026 (hereinafter referred to as "**AGMS**") that the implementation of the BOD's duties in 2025 and the operational orientation plan for 2026 are detailed as follows:

I. THE BOD'S REPORT ON THE IN 2025

In 2025, the BOD has conducted following the essence of the Charter, the Law on Enterprises, the Law on Securities, and relevant legal documents. Meetings of the BOD are regularly maintained in compliance with its Operating Regulations. The BOD has closely followed the direction set out in the 2025 Annual General Meeting of Shareholders' Resolution and the company's actual situation to manage and oversee the company's activities; approved matters according to the management hierarchy for the Board of Management and specialized departments to implement.

1. Structure, organization of the BOD

In 2025, the Board of Directors of Helio Energy Joint Stock Company operated with 03 (*three*) members, specifically as follows:

No.	Full Name	Position
1	Mr. Phan Thanh Dat	Chairman
2	Mr. Bui Tuan Duong	Member
3	Mr. Nguyen Thanh Long	Independent member



2. Report on the remuneration, operating fees, and other benefits of the BOD

The remuneration of the BOD's members in 2025 was paid following the approved level by the 2025 AGMS, as follows:

- Chairman : VND 10,000,000/person/month;
- Member/Independent member: VND 5,000,000/person/month.

The details of remuneration for each member of the BOD are as follows:

No.	Full Name	Remuneration
1	Mr. Phan Thanh Dat	VND 120,000,000
2	Mr. Bui Tuan Duong	VND 60,000,000
3	Mr. Nguyen Thanh Long	VND 60,000,000

The total remuneration fund of the BOD performed in 2025 is: VND 240,000,000.

Operating fees and other benefits of the BOD in the year were rightly performed following the Company's bylaws and regulations.

3. Summary of Board of Directors' Meetings and Resolutions/Decisions

In 2025, the Board of Directors conducted 12 (*twelve*) minutes and issued 14 (*fourteen*) resolutions as a basis for the Board of Management to implement business and production activities, as follows:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/HIO/NQ-HĐQT	January 21 st , 2025	Approving the extension of the expected offering period and the expected disbursement timeline for the proceeds from the public stock offering.	100%
2	02/2025/HIO/NQ-HĐQT	March 04 th , 2025	Approving the plan to organize the 2025 Annual General Meeting of Shareholders.	100%
3	03/2025/HIO/NQ-HĐQT	March 28 th , 2025	Convening the 2025 Annual General Meeting of Shareholders; approving the meeting agenda and materials; and establishing the Shareholder Eligibility Verification Committee.	100%
4	04/2025/HIO/NQ-HĐQT	April 18 th , 2025	Adjusting and approving the registration dossier for the public stock offering.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
5	05/2025/HIO/NQ-HĐQT	June 20 th , 2025	Selecting the auditing firm for the Financial Statements of Helio Energy Joint Stock Company.	100%
6	06/2025/HIO/NQ-HĐQT	June 23 rd , 2025	Approving the bank loans at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Ban Me Branch for the following subsidiaries: Apollo Power 2 Co., Ltd., Omega Power 3 Co., Ltd., and Helio Binh Thuan Co., Ltd.	100%
7	07/2025/HIO/NQ-HĐQT	June 27 th , 2025	Approving the bank loans at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Ban Me Branch for the following subsidiaries: Ampire Power 4 Co., Ltd. and Apollo Power 4 Co., Ltd.	100%
8	08/2025/HIO/NQ-HĐQT	July 03 rd , 2025	Approving the bank loans at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Ban Me Branch for Helio Energy Joint Stock Company.	100%
9	9.1/2025/HIO/NQ-HĐQT	July 17 th , 2025	Approving the plan for capital contribution and share acquisition in Alpha Reinsurance Joint Stock Company.	100%
10	9.2/2025/HIO/NQ-HĐQT	July 17 th , 2025	Approving the appointment of the representative to manage the capital contribution at Alpha Reinsurance Joint Stock Company.	100%
11	10/2025/HIO/NQ-HĐQT	October 01 st , 2025	Approving the 2024 profit distribution plan and the 2025 interim profit distribution for subsidiaries of Helio Energy Joint Stock Company.	100%
12	11/2025/HIO/NQ-HĐQT	October 14 th , 2025	Approving the policy on transferring the entire capital contribution of the Company in Apollo Power 2 Co., Ltd.	100%
13	12.1/2025/HIO/NQ-HĐQT	October 24 th , 2025	Approving the implementation of the public stock offering plan.	100%
14	12.2/2025/HIO/NQ-HĐQT	October 24 th , 2025	Approving the registration dossier for the public stock offering.	100%

4. Reporting transactions between the Company, subsidiaries, and company that Helio Energy Joint Stock holds more than 50% of charter capital with members of the BOD and their related persons; Transactions between the Company and the company that its members of the BOD have been founding members or corporate manager in three (03) latest years (calculated at the time of reporting):

In 2025, the aforementioned transactions did not occur.

5. Supervision of the activities of the Board of Management and the corporate manager

With the BOD's roles, responsibilities, and authority, the BOD of the Company has carried out the supervision, direction, and management of the Company following the legal provisions, the Company's Charter, and the resolutions of the General Shareholders' Meeting, specifically as follows:

- The BOD consistently monitors the activities of the Board of Management, management personnel in the Company, and promptly resolves any issues arising within the BOD's authority. Creating favorable conditions for the operational activities of the Board of Management and management personnel in the Company.
- Requiring the Board of Management and management personnel to strengthen the leadership and regularly report to the BOD on business performance to enhance the efficiency of production and business activities.
- Monitoring the leadership, operating the production and business activities following the resolutions of the General Meeting of Shareholders.
- All business operations are monitored and inspected under the coordination of the BOD, the Board of Supervisors, and specialized departments to minimize risks in the best possible way.
- Direct the strict implementation of reporting and information disclosure following regulations.

In general, in 2025, the Board of Management of the Company has recognized the advantages and challenges of the Company, flexibility in managing business operations, meanwhile, having implemented decisive measures to improve management practices and business performance. Based on the provisions of the Company's Charter and the operational regulations of the BOD, the coordination between the BOD and the Board of Management has been strong and effective in terms of providing direction, development strategies, as well as addressing specific challenges and obstacles during the Company's business operations.

6. Summary of the Board of Directors' activities in 2025

a. General assessment of the activities of the BOD

- The BOD of the Company has fulfilled all meetings following the regulation of the Company's Charter and current laws; Issuing minutes and resolutions as a basis for the Board of Management to implement effective business operations, protect and develop capital, and create added value for shareholders;

- All matters requiring decisions from the BOD are discussed, fully and promptly communicated, and in compliance with regulations with the Board of Supervisors and the Board of Management;
- The proposals from the Board of Management to the BOD are thoroughly researched, discussed, and promptly provided with direction.

b. Results of implementing the resolutions of the 2025 Annual General Meeting of Shareholders

The BOD promptly directed and supervised the implementation process of the resolutions of the 2025 General Shareholders' Meeting, with some key contents as follows:

❖ *About the implementation of the production and business plan targets for 2025:*

Based on the business and production plan for 2025 approved by the General Meeting of Shareholders, the BOD has assigned the plan to the Board of Management and specialized departments, while also directing the implementation. The business and production results are as follows:

Currency: VND Million

No	Consolidated indicator	2024	2025		Achievement Rate	Growth Rate Compared to 2024
		Execution	Plan <i>(Under the scenario where the capital increase was not completed in 2025)</i>	Execution		
1	Chater capital	210,000	210,000	210,000	100%	100%
2	Net revenue	119,299	118,000	109,611	92.89%	91.88%
3	Profit after tax	21,079	17,000	13,555	79.74%	64.31%
4	Owner's Equity	235,891	270,891	265,843	98.14%	112.70%
5	Payout ratio	0%	0%	0%	-	-

(Source: Consolidated financial statements audited for the years 2024 and 2025)

❖ *About the allocation of funds and the addition of business activities for the Company:*

It has been implemented in accordance with the approval of the resolutions of the 2025 AGMS.

❖ *About the implementation of the plan to issue additional shares to the public:*

In 2025, the Board of Directors implemented the public stock offering plan in accordance with the authorization approved by the 2025 Annual General Meeting of Shareholders. On this basis, the Board of Management took a proactive role in organizing, directing, and coordinating specialized departments to work closely together throughout the process, ensuring the successful completion of the offering as planned.

On December 30, 2025, the Company was granted the Public Stock Offering Registration Certificate No. 557/GCN-UBCK by the State Securities Commission (SSC). By March 10, 2026, the offering was successfully concluded with total proceeds amounting to 210 billion VND. The Company subsequently prepared and submitted the completion report to the SSC, and on March 16, 2026, received the SSC's acknowledgment via Official Dispatch No. 2044/UBCK-QLCB.

On March 25, 2026, the Company was issued Document No. 3334/VSDC-ĐKCP.NV by the Vietnam Securities Depository and Clearing Corporation (VSDC) regarding the adjustment of the registered share volume for stock code HIO. Accordingly, the number of registered shares increased by 21 million shares, bringing the total post-adjustment registered share volume to 42 million shares. The reason for this upward adjustment is the exercise of rights by existing shareholders.

On March 30, 2026, the Company received the 9th amended Business registration certificate from the Business registration and Corporate Finance Division – Hanoi Department of Finance, stating an updated charter capital of VND 420 billion.

The amount raised from the offering is VND 210,000,000,000. Pursuant to the Report on the use of capital from the public offering of additional shares dated April 13, 2026, issued by A&C Auditing and Consulting Co., Ltd., details of the use of capital are as follows:

Disbursement period	Recipients	Content	Document type	Amount (VND)
March 16, 2026	Mr. Le Duc Manh	Payment per Share Transfer Agreement No. 01/2026/HDCN/LDM-HIO	Share Transfer Agreement / Bank Payment Order	80,189,000,000
March 16, 2026	Mr. Nguyen Minh Hoang	Payment per Share Transfer Agreement No. 03/2026/HDCN/NMH-HIO	Share Transfer Agreement / Bank Payment Order	70,806,000,000
March 16, 2026	Mr Dao Xuan Hai	Payment per Share Transfer Agreement No. 02/2026/HDCN/DXH-HIO	Share Transfer Agreement / Bank Payment Order	59,005,000,000
Total:				210,000,000,000

The parties completed the liquidation of the aforementioned Share Transfer Agreements on March 30, 2026.

For further details, please refer to the Audited report on the use of capital from the public offering of additional shares attached to this Report.

❖ *About the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP):*

In 2025, amid unfavorable market conditions, the Board of Directors decided not to implement the Employee Stock Ownership Plan (ESOP) to ensure efficiency and align with the Company's best interests. Therefore, the Board of Directors hereby reports to the General meeting of shareholders and proposes not to proceed with the plans set out in Proposal No. 07/2025/TTr-HĐQT and Proposal No. 10/2024/TTr-HĐQT.

In the coming period, the Board of Directors will continue to monitor market developments and consider submitting a new implementation plan to the General meeting of shareholders at a more appropriate time.

❖ *About the acquisition of shares of SD Truong Thanh Joint Stock Company:*

Upon receiving comments from the State Securities Commission regarding the report on

❖ *About the acquisition of shares of SD Truong Thanh Joint Stock Company:*

Upon receiving comments from the State Securities Commission regarding the report on the results of the Company's public offering, the Board of Directors convened a meeting and provided timely direction. This was to ensure that the Board of Management and relevant professional departments coordinated to complete the remaining procedures for the acquisition of a 59.32% stake in SD Truong Thanh Joint Stock Company. As of March 30, 2026, all procedures related to the share transfer have been finalized.

❖ *About the implementation of the Company's share listing*

In 2025, the Board of Directors proposed to the General Meeting of Shareholders to approve the Proposal No. 08/2025/TTr-HĐQT regarding the plan listing of the Company's shares. However, due to unfavorable objective market conditions, this listing plan has not yet been executed in practice. Consequently, the Board of Directors has decided to suspend the implementation of the aforementioned proposal No. 08/2025/TTr-HĐQT to submit a new listing proposal that is better aligned with the current market context and the Company's strategic objectives for 2026.

❖ *About the remaining contents:*

In 2025, the Company has implemented in accordance with the policy approved by the 2025 Annual General Meeting of Shareholders.

II. THE OPERATIONAL ORIENTATION PLAN OF THE BOARD OF DIRECTORS IN 2026

Succeeding on and promoting the achievements gained, overcoming the remaining challenges of 2025, the BOD of the Company is determined to make efforts to build a stable and sustainable development for the Company, overcoming the general difficulties of the Vietnamese economy in 2026 through the following main measures:

- Regularly check and supervise the Board of Management's implementation of signed contracts and the effective use of capital to ensure the completion of the duties and plans for 2026.
- Maintain weekly communication between the Chairman of the BOD and the non-executive members of the BOD to ensure unity and promote the initiatives and ideas of the members for the activities of the BOD and the Company.
- Maintain monthly the BOD's meetings to establish prompt and flexible policies, and address issues arising in the course of business operations.
- Direct the Board of Management to continue improving the financial management skills and human resource management of the Company's leadership team; refine the management and executive personnel at all levels; develop human resources based on regular restructuring and labor arrangements to ensure efficiency, professionalism, and effectiveness;
- Build a corporate culture, professional ethics standards, and foster a culture of creativity and learning within the Company.



- Directing and supervising the Board of Management to achieve the 2026 business plans, which were developed by the Board of General Directors and submitted to the AGM for approval as follows:

Currency: VND Million

No	Consolidated indicator	Executed in 2025	Plan for 2026
1	Charter capital	210,000	420,000
2	Net revenue	109,611	227,116
3	Profit after tax	13,555	57,473
4	Owner's Equity	265,843	723,082
5	Payout ratio	0%	0%

Above is the report on the business production performance results of the BOD in 2025 and the plan for the year 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- The General Meeting of Shareholders;
- BOD, The Board of Supervisors, the Board of Management;
- Archive: the BOD's Office, Legal Dept.

ON BEHALF OF THE BOARD OF DIRECTORS *Phan*
CHAIRMAN



Phan Thanh Dat





**REPORT ON
THE USE OF CAPITAL
FROM THE PUBLIC OFFERING OF ADDITIONAL SHARES
(INCREASING CHARTER CAPITAL
FROM VND 210 BILLION TO VND 420 BILLION)**

**HELIO ENERGY
JOINT STOCK COMPANY**

**REPORT ON
THE USE OF CAPITAL
FROM THE PUBLIC OFFERING OF ADDITIONAL SHARES
(INCREASING CHARTER CAPITAL
FROM VND 210 BILLION TO VND 420 BILLION)**

**HELIO ENERGY
JOINT STOCK COMPANY**

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HELIO ENERGY JOINT STOCK COMPANY

STATEMENT OF THE LEGAL REPRESENTATIVE

The legal representative of Helio Energy Joint Stock Company (hereinafter referred to as “the Company”) presents this statement together with the Report on the Use of Capital from the Public Offering of Additional Shares (increasing charter capital from VND 210 billion to VND 420 billion) (hereinafter referred to as the “Report on the Use of Capital”).

Business highlights

Helio Energy Joint Stock Company is a joint stock company operating under amended Enterprise Registration Certificate No. 0109204756, initially registered on June 2, 2020 and amended for the ninth time on March 30, 2026, granted by Hanoi Department of Finance.

Head Office

- Address : 5th Floor, No. 201 Truong Chinh Road, Phuong Liet Ward, Hanoi City
- Telephone : (0243) 2263333

The principal business activity of the Company includes: electricity generation.

Board of Directors, Board of Supervisors and Executive Officers

The members of the Board of Directors, the Board of Supervisors and the Executive Officers of the Company as of the date of this statement include:

Board of Directors (“BOD”)

Full name	Position	Date of Appointment
Mr. Phan Thanh Dat	Chairman	April 15, 2024
Mr. Bui Tuan Duong	Member	August 1, 2022
Mr. Nguyen Thanh Long	Independent member	November 1, 2022

Board of Supervisors (“BOS”)

Full name	Position	Date of Appointment
Mr. Tran Minh Duc	Head of BOS	October 21, 2021
Ms. Nguyen Thi Phuong	Member	October 21, 2021
Ms. Nguyen Thi Thanh Huong	Member	October 21, 2021

Executive Officers

Full name	Position	Date of Appointment
Ms. Nguyen Thi Ngoc Quynh	General Director	June 11, 2024
Mr. Bui Tuan Duong	Deputy General Director	August 1, 2022
Ms. Le Thi Trang	Chief Accountant	June 11, 2024

Legal representative

The legal representative of the Company as of the date of this statement is Mr. Phan Thanh Dat – BOD Chairman.

Auditor

A&C Auditing and Consulting Co., Ltd. has been appointed to perform the audit on the Report on the Use of Capital of the Company.

HELIO ENERGY JOINT STOCK COMPANY
STATEMENT OF THE LEGAL REPRESENTATIVE (cont.)

Responsibilities of the legal representative

The Company's legal representative is responsible for the preparation of the Report on the Use of Capital, to give a true and fair view on the Company's use of capital. In order to prepare this Report on the Use of Capital, the legal representative must:

- Establish and maintain internal controls that the legal representative determines necessary to enable the preparation and presentation of the Report on the Use of Capital to be free from material misstatement due to fraud or error;
- Prepare and present the Report on the Use of Capital in compliance with the principles and policies set out in Note III.1 in the Notes to the Report on the Use of Capital.

The legal representative hereby ensures that all the proper accounting records of the Company have been fully recorded and can fairly reflect the Company's use of proceeds at any time, and that all the accounting records have been prepared in compliance with the applicable Accounting System. The legal representative is also responsible for managing the Company's assets and consequently has taken appropriate measures to prevent and detect fraud and other irregularities.

The legal representative hereby commits to the compliance with the aforementioned requirements in preparation of the Report on the Use of Capital.

Approval on the Report on the Use of Capital

The legal representative hereby approves the accompanying Report on the Use of Capital. The Company's Report on the Use of Capital is consistent with the principles set out in Note III.1 in the Notes to the Report on the Use of Capital and the relevant statutory requirements regarding the issuance and use of capital raised from the issuance of corporate shares.

Other Commitments

The legal representative commits that the Company complies with Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020; and that the Company has not breached its information disclosure obligations as stipulated in Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance, providing guidance on information disclosure in the securities market.

Legal representative



Phan Thanh Dat
April 13, 2026

A&C AUDITING AND CONSULTING CO., LTD.

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No. 2.0460/26/TC-AC

INDEPENDENT AUDITOR'S REPORT

**TO: THE SHAREHOLDERS, THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR
HELIO ENERGY JOINT STOCK COMPANY**

We have audited the accompanying Report on the Use of Capital from the Public Offering of Additional Shares (increasing charter capital from VND 210 billion to VND 420 billion) (hereinafter referred to as the "Report on the Use of Capital") of Helio Energy Joint Stock Company (hereinafter referred to as the "Company"), which was prepared on April 13, 2026, from page 06 to page 08.

Responsibilities of the legal representative

The Company's legal representative is responsible for the preparation, true and fair presentation of the Company's Report on the Use of Capital in compliance with the principles set out in Note III.1 in the Notes to the Report on the Use of Capital; and responsible for the internal control as the legal representative determines necessary to enable the preparation and presentation of the Report on the Use of Capital to be free from material misstatement due to fraud or error.

Responsibility of Auditors

Our responsibility is to express an opinion on the Report on the Use of Capital based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical standards and requirements and plan and perform the audit to obtain reasonable assurance about whether the Company's Report on the Use of Capital is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Report on the Use of Capital. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Report on the Use of Capital, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and true and fair presentation of the Report on the Use of Capital in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the legal representative, as well as evaluating the overall presentation of the Report on the Use of Capital.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion of Auditors

In our opinion, the Report on the Use of Capital has been prepared, in all material respects, in conformity with the principles set out in Note III.1 in the Notes to the Report on the Use of Capital.



Basis of preparation and purpose of use

Without qualifying our opinion, we draw attention to Note III.1 in the Notes to the Report on the Use of Capital regarding the basis of preparation of the Report on the Use of Capital. Furthermore, this Report is intended solely to summarise the use of capital arising from the Company's share issuance; it does not extend to the entire Financial Statements and has been prepared to assist the Company in complying with the regulations of the State regulatory authorities. Consequently, this Report may not be suitable for use for other purposes.

**For and on behalf of
A&C Auditing and Consulting Co., Ltd.
Hanoi Branch**



Le Van Khoa – Partner

Audit Practice Registration Certificate:

No. 1794-2023-008-1

Authorized Signatory

Hanoi, April 13, 2026

Vu Tuan Nghia – Auditor

Audit Practice Registration Certificate:

No. 4028-2022-008-1



HELIO ENERGY JOINT STOCK COMPANY

Address: 5th Floor, No. 201 Truong Chinh Road, Phuong Liet Ward, Hanoi City

REPORT ON THE USE OF CAPITAL

From the Public Offering of Additional Shares (increasing charter capital from VND 210 billion to VND 420 billion)

REPORT ON THE USE OF CAPITAL

From the Public Offering of Additional Shares

(increasing charter capital from VND 210 billion to VND 420 billion)

I. INFORMATION ON THE PLAN FOR THE USE OF CAPITAL

Pursuant to Resolution No. 01/2024/HIO/NQ-DHDCD of the 2024 Annual General Meeting of Shareholders dated April 15, 2024, and Resolution No. 01/2025/HIO/NQ-DHDCD of the Annual 2025 General Meeting of Shareholders dated April 19, 2025; Board of Directors' Resolution No. 12.1/2025/HIO/NQ-HDQT dated October 24, 2025 and Board of Directors' Resolution No. 05/2026/HIO/NQ-HDQT dated March 16, 2026, the plan for use of capital is as follows:

Content	Estimated amount (VND)	Expected implementation period
Acquisition of shares in SD Truong Thanh Joint Stock Company (17,795,102 shares, for a total consideration of VND 11,801 per share), specifically: acquisition of 6,795,102 shares from Mr. Le Duc Manh, 6,000,000 shares from Mr. Nguyen Minh Hoang, and 5,000,000 shares from Mr. Dao Xuan Hai	210,000,000,000	During the year 2026
Total	210,000,000,000	

II. USE OF CAPITAL

The amount raised from the offering is VND 210,000,000,000. Details of the use of capital are as follows:

Disbursement date	Recipients of proceeds from the share transfer	Purpose	Type of document	Amount (VND)
March 16, 2026	Mr. Le Duc Manh	Payment under Share Transfer Agreement No. 01/2026/HDCN/LDM-HIO	Share Transfer Agreement/ Bank Payment Order	80,189,000,000
March 16, 2026	Mr. Nguyen Minh Hoang	Payment under Share Transfer Agreement No. 03/2026/HDCN/NMH-HIO	Share Transfer Agreement/ Bank Payment Order	70,806,000,000
March 16, 2026	Mr. Dao Xuan Hai	Payment under Share Transfer Agreement No. 02/2026/HDCN/DXH-HIO	Share Transfer Agreement/ Bank Payment Order	59,005,000,000
Total:				210,000,000,000

The parties completed the liquidation of the aforementioned Share Transfer Agreements on March 30, 2026.

At the reporting date, the Company has fully utilised the proceeds in accordance with the plan for use of capital approved by the Company's General Meeting of Shareholders and the Board of Directors.

Prepared on April 13, 2026

Prepared by

Do Thi Trang

Chief Accountant

Le Thi Trang



Legal representative

Phan Thanh Dat

HELIO ENERGY JOINT STOCK COMPANY

Address: 5th Floor, No. 201 Truong Chinh Road, Phuong Liet Ward, Hanoi City

NOTES TO THE REPORT ON THE USE OF CAPITAL

From the Public Offering of Additional Shares (increasing charter capital from VND 210 billion to VND 420 billion)

NOTES TO THE REPORT ON THE USE OF CAPITAL

From the Public Offering of Additional Shares

(increasing charter capital from VND 210 billion to VND 420 billion)

I. GENERAL INFORMATION

1. Form of ownership

Helio Energy Joint Stock Company (hereinafter referred to as “the Company”) is a joint stock company.

2. Operating fields

The Company operates in the manufacturing sector.

3. Business activities

The principal business activity of the Company includes electricity generation.

II. STATEMENT OF COMPLIANCE WITH REGULATIONS ON THE PREPARATION OF THE REPORT ON THE USE OF CAPITAL

The legal representative confirms that the requirements of the Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting System, which were issued together with Circular No. 99/2025/TT-BTC dated October 27, 2025, as well as other Circulars guiding the implementation of the Vietnamese Accounting Standards of the Ministry of Finance in the preparation of the Report on the Use of Capital.

III. BASIS OF PREPARATION OF THE REPORT ON THE USE OF CAPITAL

1. Basis of preparation of the Report on the Use of Capital

The Report on the Use of Capital is prepared on a cash receipt and disbursement basis and forms part of the Company’s total inflows and outflows.

The basis for presenting the proceeds raised from the public offering of shares is the actual net cash received, determined based on the par value of shares actually issued.

The actual use of capital from the share issuance is summarized on the basis of accounting transactions.

Information regarding the issuance and use of capital from the share issuance is presented in a manner consistent with the Company’s accounting records, Financial Statements and related documents.

The Report on the Use of Capital has been prepared on the basis of the actual proceeds received from the public offering of shares in accordance with the Certificate of Registration for the Public Offering of Additional Shares No. 557/GCN-UBCK issued by the Chairman of the State Securities Commission on December 30, 2025, and as approved by the Board of Directors regarding the results of the offering under Resolution No. 04/2026/HIO/NQ-HDQT dated March 11, 2026, and Official Letter No. 2044/UBCK-QLCB dated March 16, 2026 of the State Securities Commission acknowledging receipt of the report on the results of the public offering of additional shares pursuant to Report No. 01/2026/BC-HIO dated March 11, 2026 of Helio Energy Joint Stock Company. Accordingly, the Company completed the distribution of 21,000,000 shares and is required to carry out procedures for registration, depository, and additional registration for trading of the shares in accordance with the legal regulations.

2. Currency unit used in accounting and preparation of the Report on the Use of Capital

The currency unit used in accounting and the preparation of the Report on the Use of Capital is the Vietnamese Dong (“VND”).

HELIO ENERGY JOINT STOCK COMPANY

Address: 5th Floor, No. 201 Truong Chinh Road, Phuong Liet Ward, Hanoi City

NOTES TO THE REPORT ON THE USE OF CAPITAL

From the Public Offering of Additional Shares (increasing charter capital from VND 210 billion to VND 420 billion)

Notes to the Report on the Use of Capital (cont.)

IV. Purpose of the Report

The Company's Report on the Use of Capital is intended solely to summarize the use of capital arising from the Company's share issuance and does not extend to the Company's entire Financial Statements.

The Report on the Use of Capital is prepared to assist the Company in complying with the regulations of the State regulatory authorities.

V. SUBSEQUENT EVENTS

There have been no material events since March 30, 2026, which require to make adjustments on the figures or to be disclosed in the Report on the Use of Capital.

Prepared on April 13, 2026

Prepared by



Do Thi Trang

Chief Accountant



Le Thi Trang

Legal representative



Phan Thanh Dat



**REPORT
OF THE BOARD OF SUPERVISORS AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

To: The Annual General Meeting of Shareholders 2026
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;
- Pursuant to the Regulations on the operation of the Board of Supervisors.

The Board of Supervisors (*hereinafter referred to as "BOS"*) of Helio Energy Joint Stock Company hereby respectfully reports to the Annual General Meeting (*hereinafter referred to as "AGM"*) of Shareholders 2026 regarding the BOS's performance of inspection and supervision of the Company's production and business activities in 2025 as detailed below:

I. THE BOARD OF SUPERVISORS' ACTIVITIES IN 2025

1. The organization

In 2025, the BOS of Helio Energy Joint Stock Company hasn't changed the structure and personnel. The BOS has 03 (three) members, as follows:

No	Full Name	Position
1	Mr. Tran Minh Duc	Head of Supervisors
2	Mrs. Nguyen Thi Phuong	Member
3	Mrs. Nguyen Thi Thanh Huong	Member

2. The operational status of the BOS in 2025

In 2025, the BOS organized meetings to assess the Company's operational activities, specifically:

- Monitoring the implementation of the General Meeting of Shareholders' Resolutions, the Board of Directors' Resolutions by the Board of Management and the Board of Directors;
- Supervising the management and operational activities of the Board of Directors and the Board of Management;
- Assessing the propriety, legality, veracity, and due diligence in financial management, business administration, and accounting practices to ensure the activities of the Board of Directors and the Board of Management fully comply with applicable legal regulations and the Company's Charter;



- Overseeing the financial situation, capital balance, and cash flow management; operational efficiency and debt-servicing capacity; the status of capital utilization, management, and preservation; and the implementation of quarterly and annual business plans;
- Oversight of the business execution and production plan per the Resolution of the AGM of Shareholders; Inspecting/supervising the business and production operations of subsidiary entities via financial statements;
- Verifying the completeness, legality, veracity, and reasonableness of the Company's Separate Financial Statements and Consolidated Financial Statements for the fiscal year ended on December 31, 2025, which were audited by Ernst & Young Vietnam Limited; the reviewed semi-annual financial statements for 2025, reviewed by Ernst & Young Vietnam Limited; the Report on the business performance results in 2025 and the business plan for 2026 submitted by the Board of Management, the Report on the activities of the Board of Directors in 2025 and the plan for 2026 submitted by the Board of Directors to the General Meeting of Shareholders;
- Performing other duties as prescribed by the Law on Enterprises, the Charter, the Resolutions of the General Meeting of Shareholders, and the Board of Supervisors Operating Regulations;
- To submit and propose to the General Meeting of Shareholders for decision on the plan to select an independent auditing firm to audit the Company's 2025 Financial Statements;
- Verifying the Quarterly Financial Statement to assess the veracity and reasonableness of the financial figures, comply with Vietnamese Accounting Standards and Enterprise Accounting System, and current legal provisions;
- Supervising the compliance with the disclosed information regulations of the Company following the legal provisions;
- Monitoring the transactions between the Company and related persons of the Company following the legal provisions and the Charter;
- Performing other tasks following the functions and responsibilities;
- In 2025, the BOS organized 02 (two) regular meetings (twice a year) with the participation of all members of the BOS. All the BOS's are documented in writing and distributed to the members.

3. The supervising result on the management and administration of the Company

The Board of Directors and Board of Management's administration in 2025 complied with the Law on Enterprises, Charter, Resolutions of the General Meeting of Shareholders, and the Board of Directors, and related legal provisions.

****/The supervising result on the Board of Directors' activities***

The Company's Board of Directors has diligently implemented the resolutions approved by the AGM of Shareholders in 2025, in full compliance with the law and the Company's Charter and Company's activities.

In 2025, the Board of Directors held 12 (twelve) meetings to manage the Company's operations. The Board of Directors regularly monitored the Company's activities and the implementation of issued Resolutions/Decisions, while supervising business operations through periodic reports from the Board of General Directors. The Board of Directors directed, supported, and facilitated the Board of General Directors and the Board of

Supervisors in performing their respective functions and duties in accordance with regulations.

All the meetings and activities of the Board of Directors were organized and conducted in accordance with the Company's Charter and current laws, with a high degree of consensus among its members. The Resolutions and Decisions of the Board of Directors were issued within their authority and scope of responsibility, consistent with the functions and powers as prescribed by law and the Company's Charter.

The Board of Directors supervised all aspects of the Company's operations and provided timely direction to the Board of General Directors in implementing the Resolutions of the General Meeting of Shareholders and the Company's business activities. This was aimed at achieving targets, maintaining stable production and business operations, and ensuring income for employees.

The BOS assessed that the activities of the Board of Directors conformed to the Company's Charter, thereby meeting the requirements for the management and operation of the Company throughout 2025.

***/ The supervising result on the Board of Management activities**

The Board of Management has strictly adhered to the objectives and orientations, and fully performed the duties assigned by the General Meeting of Shareholders and the Board of Directors. The Board developed the 2025 business plan along with comprehensive solutions for its implementation, while strengthening cost management to ensure safe and effective growth in compliance with legal regulations.

During operational briefings, the Board of Management periodically conducts assessments of implementation in alignment with the Board of Directors' directives, evaluating operational results on a monthly and quarterly basis. Throughout managing business and production activities, the Company's Board of Management has put forth solutions and submitted recommendations to the Board of Directors on matters within the scope of the Board's decision-making authority, to maximize operational efficiency and optimize risk control.

Throughout the reporting period, the BOS did not receive any complaints about the operational management by the Board of Management. The Board of Management maintained full compliance with all applicable legal and regulatory requirements in administrative and transactional activities and diligently fulfilled designated functions and responsibilities as stipulated by the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

4. Reporting transactions between the Company, subsidiaries, and company that Helio Energy Joint Stock holds more than 50% of charter capital with members of the Board of Directors and their related persons; Transactions between the Company and the company that Company's members of the Board of Directors have been founding members or corporate manager in 03 latest years prior to the transaction

In 2025, the aforementioned transactions did not occur.

5. The coordination between the BOS, the Board of Directors, and the Board of Management

In 2025, the BOS closely collaborated with the Board of Directors and the Board of Management in the execution of the assigned functions and responsibilities. The Board of Directors and the Board of Management have created favorable conditions for the BOS to conduct all the duties, provided information and data related to the Company's activities. The BOS participated fully in all meetings of the Board of Directors and certain operational briefings of the Board of Management. Furthermore, the BOS received most communications pertaining to the direction and management activities of the Board of Directors and the Board of Management.

The BOS closely coordinated with the Board of Directors and the Board of Management in the inspection and monitoring activities at subsidiary entities as well as within the Company's operational structure, to promptly implement remedial measures for identified issues, thereby enhancing management efficiency and ensuring full and thorough compliance with current regulations set by state management authorities.

The coordination between the BOS, the Board of Directors, and the Board of Management is based on the principle of the Company's stability and sustainable development and ensures the rights of shareholders in accordance with legal regulations and the Company's Charter.

6. Report on the Remuneration of the BOS in 2025

The remuneration of the BOS's members in 2025 was paid following the approved amount issued by the AGM of Shareholders 2025, specifically:

- Head of the BOS (01 person) : VND 5,000,000/person/month;
- Members of the BOS (02 persons) : VND 3,000,000/person/month.

The total remuneration fund executed in 2025 is VND 132,000,000.

II. RESULTS OF MONITORING THE IMPLEMENTATION OF THE 2025 BUSINESS AND PRODUCTION PLAN

1. Business and production plan performance indicators

Currency: VND Million

No	Consolidated indicator	2024	2025		Achievement Rate	Growth Rate Compared to 2024
		Execution	Plan (Under the scenario where the capital increase was not completed in 2025)	Execution		
1	Charter capital	210,000	210,000	210,000	100%	100%
2	Net revenue	119,299	118,000	109,611	92.89%	91.88%
3	Profit after tax	21,079	17,000	13,555	79.74%	64.31%
4	Owner's Equity	235,891	270,891	265,843	98.14%	112.70%
5	Payout ratio	0%	0%	0%	-	-

(Source: Audited consolidated financial statement in 2025)

- Charter capital reached 100% of the plan approved by the 2025 AGM of Shareholders;
- Owner's equity reached 112.70% of the plan approved by the AGM of Shareholders 2025;

- The Company's net revenue decreased by 8.12% compared to 2024, reaching 92.89% of the target approved by the 2025 Annual General Meeting of Shareholders. This decline was primarily driven by a decrease in electricity sales revenue during the year.

The Company's profit after tax decreased by 35.69% compared to 2024, reaching 79.73% of the target approved by the 2025 Annual General Meeting of Shareholders.

2. Financial and accounting work

In 2025, the BOS conducted inspections, oversight, and evaluations of the Company's financial and accounting work as follows:

- Fully comply with the State's regulations and procedures in accounting practices. Complete financial statements and fulfill information disclosure obligations in accordance with regulations.
- Periodically reviewing and controlling the reconciliation of customer receivables and overseeing routine expenditures... ensuring that financial and accounting work serves as a tool for rigorous management of revenues and expenses to ensure accurate and sufficient income and expenditure following Company regulations.
- Consistently conducting acceptance and reconciliation of accounts receivable with customers to establish a basis for analyzing the aging of debts, and promptly making provisions for doubtful accounts receivable following current regulations.
- Inspecting, reconciling, and urging departments and units to achieve the 2025 plan targets for revenue, expenses, and profit as established.

The Board of Supervisors assesses that the financial work met the requirements for business operations in 2025, ensured enough capital and its effective utilization, and that the accounting work adhered to all applicable accounting standards and regulations.

3. Labor and salary management

The company complies with labor and salary regulations and makes deductions and payments of health insurance, social insurance, etc., in accordance with current legal provisions.

III. THE AUDIT RESULTS OF THE 2025 FINANCIAL STATEMENTS

- The financial statements have fully reflected the Company's operational, business, and financial situation, presented following the prescribed reporting formats.
- The financial statements of the Company give a true and fair view in all material respects as at December 31st, 2025.
- The recording and maintenance of accounting books, classification, and presentation of economic content follow the Vietnamese Accounting Standards and current regulations.
- The Company has fully complied with the requirements for periodic reporting and disclosure of information.
- The separate and consolidated financial statements for the fiscal year ended December 31st, 2025, of Helio Energy Joint Stock Company, audited by Ernst & Young Vietnam Limited is conducted following the provisions of the Charter.

IV. CONCLUSIONS AND RECOMMENDATIONS

The BOS concurs with the audited separate and consolidated financial statements for 2025; the Report on the business performance results in 2025 and the business plan for 2026

submitted by the Board of Management; the Report on the activities of the Board of Directors in 2025 and the plan for 2026, Proposal for approving of the plan for utilizing retained earnings as of December 31st, 2025 submitted by the Board of Directors to the 2026 AGM

To effectively accomplish the planned tasks for 2026, the BOS respectfully proposes to the Board of Directors and the Board of Management of the Company:

- Continue to maintain management and operation practices, create conditions for the Company to continue developing stably, achieving and exceeding the targets set by the General Meeting of Shareholders, ensuring maximum benefits for shareholders, as well as ensuring the benefits for employees;
- Along with developing the Company's core business in renewable energy, continue to research investment opportunities in potential renewable energy projects;
- Strengthen the work of inspection and supervision, enhance responsibility for the Company's departments and divisions;
- Maintain a regular maintenance and repair plan for equipment, ensuring that the equipment is in good condition to serve production;
- Strictly implement labor discipline regulations, strengthen management of occupational health and safety, fire prevention and fighting, environmental protection, and improve working conditions for employees.

Above is the summary report on the activities of the Board of Supervisors in 2025.

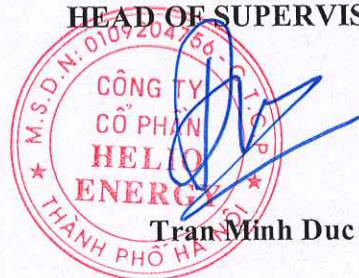
Respectfully submitting for the consideration and approval of the Annual General Meeting of Shareholders.

Sincerely./.

Recipients:

- General Meeting of Shareholders;
- BOD, BOS, BOM;
- Archive: the BOD's Office, Legal Dept.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF SUPERVISORS**



Tran Minh Duc

No. 01/2026/HIO/TTr-HĐQT-BKS

Hanoi, April 18, 2026

PROPOSAL

Re: Report the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approve the 2026 payment plan.

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 Board of Directors (*hereinafter referred to as "BOD"*) and the Board of Supervisors (*hereinafter referred to as "BOS"*) of Helio Energy Joint Stock Company hereby report to the General Meeting of Shareholders (*hereinafter referred to as "GMS"*) the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and respectfully submit the 2026 payment plan to the GMS for approval as follows:

1. Results of remuneration payment in 2025

- The number of the BOD members in 2025: 03 members, including 01 Chairman and 01 Independent member.
- The number of BOS members in 2025: 03 members, including 01 Head of the BOS.
- The remuneration for the members of BOD and the members of BOS in 2025 was paid according to the levels approved by the Annual General Meeting of Shareholders in 2025, as follows:
 - Chairman of the BOD : VND 10,000,000/person/month;
 - BOD Members/Independent members : VND 5,000,000/person/month;
 - Head of the BOS : VND 5,000,000/person/month;
 - BOS members : VND 3,000,000/person/month.

The total remuneration fund executed in 2025 was VND 372,000,000.

2. Plan for 2026

Based on the Company's 2026 business plan, the BOD and BOS submit for the approval of the General Meeting of Shareholders the proposed remuneration for the members of the BOD and the BOS for 2026 as follows:



- + Chairman of the BOD : VND 10,000,000/person/month;
- + BOD Members/Independent members : VND 5,000,000/person/month;
- + Head of the BOS(*) : VND 5,000,000/person/month;
- + BOS members(*) : VND 3,000,000/person/month.

(*) The remuneration of the BOS shall be paid for the BOS from January 01, 2026, to April 18, 2026. The BOS is expected to be dismissed at the 2026 Annual General Meeting of Shareholders following the transition of the Company's organizational structure.

Respectfully submitting for the consideration and approval of the General Meeting of Shareholders.

Sincerely./.

Recipients:

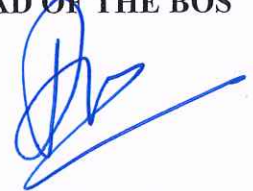
- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept.

ON BEHALF OF THE BOD
CHAIRMAN



Phan Thanh Dat

ON BEHALF OF THE BOS
HEAD OF THE BOS



Tran Minh Duc



No: 01/2026/HIO/TTr-BKS

Hanoi, April 18, 2026

PROPOSAL

Re: Approval of the list of independent audit firms for 2026

To: The Annual General Meeting of Shareholders 2026
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 Board of Supervisors respectfully submits to the General Meeting of Shareholders (*hereinafter referred to as "GMS"*) for approval of the list of independent audit firms to conduct audits of the separate financial statements and consolidated financial statements for 2026; review the semi-annual separate financial statements and semi-annual consolidated financial statements for 2026; audit the Statement of Owners' Equity (*if applicable*); audit the Capital Utilization Report (*if applicable*); provide assurance services for the Agreed-Upon Procedures Report on financial information (*if applicable*); and other reports as required (*if applicable*) for Helio Energy Joint Stock Company, as follows:

- Ernst & Young Viet Nam Limited;
- A&C Auditing and Consulting Company Limited;
- An Viet Auditing Company Limited;
- Southern Auditing and Accounting Financial Consulting Services Company Limited.

We respectfully propose that the GMS authorize the Board of Directors (*hereinafter referred to as "BOD"*) to select one specific audit firm from the above list for contract signing.

In the event that negotiations with the audit firms on the above list are unsuccessful, the GMS authorizes the BOD to select another reputable audit firm with sufficient audit quality, reasonable audit fees, and eligibility to provide audit services approved by the State Securities Commission for public entities in the securities sector in 2026.

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,
Finance Dept., Accounting Dept.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**



Trần Minh Duc

PROPOSAL

*Re: Approval of the audited separate and consolidated financial statements
for the fiscal year ending December 31, 2025*

To: The Annual General Meeting of Shareholders 2026
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.

In accordance with the resolution of the Annual General Meeting of Shareholders 2025, the Board of Directors (*hereinafter referred to as "BOD"*) has selected Ernst & Young Vietnam Limited to audit the Separate Financial Statements (*hereinafter referred to as "Separate FS"*) and the Consolidated Financial Statements (*hereinafter referred to as "Consolidated FS"*) for the fiscal year ending December 31st, 2025.

The BOD respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the audited Separate FS and Consolidated FS for the fiscal year ending December 31st, 2025, of Helio Energy Joint Stock Company as follows:

The 2025 Separate FS and Consolidated FS of the Company have been audited by Ernst & Young Vietnam Limited in compliance with the applicable standards, with an unqualified opinion. These statements have been reviewed by the Board of Supervisors and published on the Company's website (<https://helioenergy.vn/documents/bao-cao-tai-chinh>), including:

- Report of the Legal Representative;
- Independent auditor's report;
- Balance sheet;
- Income statement;
- Cash flow statement;
- Notes to the financial statements.

Respectfully submitting for the consideration and approval of the Annual General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office,
Accounting Dept.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Thanh Đạt

No. 02/2026./HIO/TTr-HĐQT

Hanoi, April 18, 2026

PROPOSAL

Re: Approval of the plan for distribution of accumulated retained earnings as of December 31, 2025 and the proposed plan for 2026

To: The Annual General Meeting of Shareholders 2026
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.

1. Profit Distribution Plan for Fiscal Year 2025

Based on the audited consolidated financial statements for the fiscal year ended December 31st, 2025, retained earnings of Helio Energy Joint Stock Company as of December 31st, 2025, amount to **VND 47,428,082,665** (Forty-seven billion, four hundred twenty-eight million, eighty-two thousand, six hundred sixty-five dong). Of this amount, the profit after tax for the fiscal year 2025 is **VND 13,554,717,154** (Thirteen billion, five hundred fifty-four million, seven hundred seventeen thousand, one hundred fifty-four dong).

The Board of Directors of Helio Energy Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for utilizing/distributing the retained earnings as of December 31st, 2025, as detailed below:

No.	Description	Amount (VND)
1	Retained earnings as of December 31 st , 2025. (" Retained earnings ")	47,428,082,665
	<i>Including: Net profit after tax in 2025</i>	<i>13,554,717,154</i>
2	Allocation to Bonus and Welfare Fund (8% of net profit after tax 2025)	1,084,377,372
3	Dividend payout ratio (0% of Retained earnings)	0
4	Retained earnings after funds allocation	46,343,705,293

The entire remaining accumulated profit after tax shall be used for the Company's investment and business operations.



2. Profit Distribution Plan for Fiscal Year 2026

The Board of Directors of Helio Energy Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the policy allowing the Board of Directors to proactively utilize part or all of the Company's actual after-tax profits generated in 2026, as well as profits and dividends received or advanced from its subsidiaries (if necessary and subject to full compliance with applicable laws and the Company's Charter), to actively seek and invest in existing and/or new potential projects, in line with the Company's actual conditions and investment opportunities during the year.

3. The Board of Directors hereby assigns and delegates the following authorities to the General Director, including but not limited to:

- Delegation of Authority regarding the Reward and Welfare Fund: Assigning and delegating the authority to the General Director of the Company to decide upon and implement the appropriation and utilization of the Reward and Welfare Fund. The General Director shall have the right to sub-delegate such authority during the execution of these tasks.
- Delegation of Authority regarding Investment in Potential Projects: Assigning and delegating the authority to the General Director of the Company to decide upon and implement the identification and investment in new potential projects, utilizing actual profits generated in 2026 in accordance with the actual business situation. The General Director shall have the right to sub-delegate such authority during the execution of these tasks.

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, Finance Dept., Administration and HR Dept.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Phan Thanh Dat

PROPOSAL

Re: Listing of the Company's shares

To: The Annual General Meeting of Shareholders 2026
Helio Energy Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 on June 17th, 2020 and amendments, supplements, and implementation guidelines;
- Pursuant to the 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 Board of Directors of Helio Energy Joint Stock Company (*hereinafter referred to as the "Company"*) respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed listing the Shares of Helio Energy Joint Stock Company, as detailed below:

1. Approval of the listing of all the Company's shares on the Ho Chi Minh City Stock Exchange:

- Information on the shares to be listed:
 - + Stock name : Shares of Helio Energy Joint Stock Company.
 - + Securities code : HIO.
 - + Type of securities : Common shares.
 - + Number of shares to be listed : The total number of outstanding shares of the Company at the time of listing registration.
 - + Par value : VND 10,000 per share.
 - + Implementation period : 2026 – 2027.
- The Company shall proceed with the trading registration cancellation of all Helio Energy Joint Stock Company shares from the UPCoM trading system after obtaining approval for listing registration from the Ho Chi Minh City Stock Exchange, in order to officially list its shares on the Ho Chi Minh City Stock Exchange.

2. Authorization to the Board of Directors:

- To determine the appropriate timing for listing the Company's shares in accordance with the policy approved by the General Meeting of Shareholders, with a view to maximizing



shareholders' interests, aligning with market conditions, and ensuring compliance with applicable laws and regulations;

- To direct and organize the preparation of listing dossiers, carry out all necessary procedures, and be fully authorized to decide on and handle any issues arising in connection with the documentation, procedures, and processes for the listing registration of the Company's shares;
- To decide on and handle any matters arising in relation to procedures and documentation in compliance with the requirements of the Stock Exchange, the Vietnam Securities Depository and Clearing Corporation (VSDC), and relevant applicable laws and regulations in connection with the transfer of listing venue and registration for listing.

Respectfully submitting for the consideration and approval of the General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- BOD, BOS, BOM;
- Archived: the BOD's Office,
Finance Dept., Legal Dept.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Thanh Dat



No. 04/2026/HIO/TTr-HĐQT

Hanoi, April 18, 2026

PROPOSAL

Re: Approval of the investment policy and the execution of significant contracts and transactions

To: The Annual General Meeting of Shareholders 2026
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.

To proactively manage business operations and ensure the achievement of the proposed plans, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 (*hereinafter referred to as "GMS"*) for approval of the investment policy and the execution of significant contracts and transactions in the period 2026 to 2027 as follows:


1. Approval of the Company's investment policy for 2026 as follows:

- Continue researching and exploring investment opportunities in new renewable energy projects and selectively in long-term financial investments to expand the Company's scale, diversify its operations, and optimize capital efficiency. Seek potential partners to restructure the portfolio or collaborate on investments in suitable projects.
- The content of the transactions/contracts includes: Purchase or sale of assets agreements, acquisition or sale of capital contribution/shares of enterprises owning power projects/systems.
- Subjects of contract and transaction signing: Partners sought and selected by the Board of Directors or the General Director.
- The value of each contract/transaction shall be determined and decided by the Board of Directors, depending on the specific time and each separate contract/transaction, based on ensuring the Company's benefit, with the following principles:
 - The total transaction value for the purchase and/or sale of assets shall not exceed: VND 80,000,000,000 (*In words: Eighty billion Vietnamese dong*);
 - The total transaction value of the acquisition and/or sale of capital contribution/shares shall not exceed: VND 400,000,000,000 (*In words: Four hundred billion Vietnam dong*).

The total investment value mentioned above does not include investments that have been approved by the GMS in detail.



- Sources of funds for the transaction: The Company's available and/or mobilized funding sources, ensuring optimization of shareholders' interests, and/or dividends and profit distributions received or advanced from its subsidiaries.
- 2. Approval of the Company's transactions/contracts with specific partners as follows:**
- The content of the transactions/contracts includes: medium and long-term credit agreements, mortgage/guarantee contracts, and other related agreements and arrangements.
 - Subjects of contract and transaction signing: The credit institutions following the attached Appendix. In the event that an agreement cannot be reached with the credit institutions specified in the Appendix, the GMS authorizes the Board of Directors to select other reputable and suitable credit institutions, ensuring the benefit of the Company.
 - The value of each transaction shall be determined and decided by the Board of Directors, depending on the specific time and contract, based on the assurance of the Company's benefit, as follows:
 - The total value of new loan transactions with credit institutions shall not exceed: VND 400,000,000,000 (In words: Four hundred billion Vietnamese dong);
 - The total value of asset mortgage transactions with credit institutions shall not exceed: VND 600,000,000,000 (In words Six hundred billion Vietnamese dong).
- 3. The Board of Directors respectfully submits to the GMS the authorization for the Board of Directors and/or the Company's legal representative to implement the following tasks:**
- Proactively select assets to invest in or restructure the portfolio assets to ensure the achievement of the business plan objectives.
 - Determine and decide on the value of specific contracts and transactions at each particular moment, based on ensuring the Company's benefit and compliance with the provisions of the Company's Charter.
 - Decide on the specific terms and conditions of the above-mentioned agreements/contracts, transactions, and related documents, including any amendments, supplements, termination, or replacement of these contracts and transactions (if applicable).
 - Sign and execute agreements/contracts, transactions, and related documents, including agreements to amend, supplement, terminate, and replace such agreements/contracts and transactions (if applicable).
- 4. Duration of implementation:** From the date the Resolution of the 2026 Annual GMS comes into effect until the issuance of the Resolution of the 2027 Annual GMS.

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, Investment Dept.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**



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ENERGY
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APPENDIX:
CREDIT INSTITUTIONS ENGAGED IN TRANSACTIONS

No	TRANSACTION PARTNERS
1	Joint Stock Commercial Bank For Foreign Trade Of Vietnam (Vietcombank)
2	Joint Stock Commercial Bank for Investment and Development of Viet Nam (BIDV)
3	Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank)
4	Military Commercial Joint Stock Bank (MB)
5	Vietnam Technological and Commercial Joint Stock Bank (Techcombank)
6	Saigon Hanoi Commercial Joint Stock Bank (SHB)
7	Vietnam Prosperity Joint-Stock Commercial Bank (VP Bank)
8	EVF General Finance Joint Stock Company (EVF)



PROPOSAL

Re. Transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company Charter, related regulations

To: The Annual General Meeting of Shareholders 2026
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 Board of Directors (*hereinafter referred to as "BOD"*) Helio Energy Joint Stock Company (*hereinafter referred to as the "Company"*) respectfully submits to the General Meeting of Shareholders (*hereinafter referred to as "GMS"*) for consideration and approval the plan for transitioning the management and organizational structure of Helio Energy Joint Stock Company and amending the Company Charter, related regulations, as detailed below:

1. Proposal to transition the management and organizational structure of the Company and conclusion of the term 2021 – 2026 of the Board of Supervisors, terminate the Regulations on the operation of the Board of Supervisors

1.1. Proposal to transition the management and organizational structure

The Company is currently organized, managed, and operating under the organizational structure specified in point a, Clause 1, Article 137 of the 2020 Law on Enterprises, which includes:

- The General Meeting of Shareholders;
- The Board of Directors;
- The Board of Supervisors;
- General Director.

As a public company currently enhancing its governance framework towards professionalism, transparency, and alignment with advanced standards to support the upcoming stock listing plan, the review and refinement of the organizational management and internal control model are deemed essential. The Audit Committee model under the BOD represents a modern governance framework, consistent with the prevailing trends of public companies. This transition will significantly enhance oversight efficiency, internal control, risk management, and financial transparency, thereby elevating the overall quality of the Company's corporate governance.



With the objective of enhancing corporate governance effectiveness, strengthening internal control and risk management, and further refining the governance structure in alignment with legal regulations applicable to public companies and the Company's listing orientation, the BOD respectfully submits to the General Meeting of Shareholders for review and approval the transition of the Company's management and operational model to the one prescribed in point b, Clause 1, Article 137 of the Law on Enterprises 2020, which includes:

- The General Meeting of Shareholders;
- The Board of Directors;
 - + The Audit Committee;
- General Director.

Under the new organizational management model, the Company must ensure that independent members constitute at least 20% of the total number of BOD's members. The Audit Committee shall consist of at least two (02) members, of which the Chairman of the Audit Committee must be an independent member of the BOD, and the remaining members must be non-executive members of the BOD.

Proposing the GMS to delegate the following to the BOD:

- Implement and operate the Company's new organizational management and operational model following the GMS approval, ensuring compliance with legal regulations and the Company's internal policies;
- Establish the Audit Committee, promulgate the Regulations on the operation of the Audit Committee, and appoint personnel in accordance with statutory requirements

1.2. Propose the conclusion of the term 2021 – 2026 of the Board of Supervisors, terminate the Regulations on the operation of the Board of Supervisors

Pursuant to the proposal to change the organizational structure mentioned in Section 1.1 of this Proposal and based on the conclusion of the term of the Board of Supervisors in 2026, the BOD respectfully submits to the GMS for approval of the following:

- Conclusion of the term 2021 – 2026 of the Board of Supervisors with the following Board of Supervisors members:
 - + Mr. Tran Minh Duc;
 - + Ms. Nguyen Thi Phuong;
 - + Ms. Nguyen Thi Thanh Huong.
- Terminate the Regulations on the operation of the Board of Supervisors.
- Effective date: from the date of approval by the GMS regarding the proposed change in the organizational and management model.

2. Proposal to amend and supplement the Company Charter

Pursuant to the corporate governance status of Helio Energy Joint Stock Company and the new organizational management and operational model, the BOD respectfully submits to the GMS for review and approval the amendments to the Company's Charter, in accordance with the draft of the new Charter attached to this Proposal.

The new Charter shall take effect from the date the Resolution of the 2026 Annual General Meeting of Shareholders is approved, and shall supersede the current Charter.

3. Proposal to amend and supplement related regulations

Pursuant to the corporate governance status of Helio Energy Joint Stock Company and the new organizational management and operational model, the BOD respectfully submits to the GMS for review and approval the amendments to related regulations in alignment with the new management model, as follows:

3.1. Proposal to amend the Internal Regulations on corporate governance

- The draft of the new Internal Regulations on corporate governance is attached to this Proposal;
- The new Internal Regulations on corporate governance shall take effect from the date the Resolution of the 2026 Annual General Meeting of Shareholders is approved, and shall supersede the current Internal Regulations on corporate governance.

3.2. Proposal to amend the Regulations on the operation of the Board of Directors

- The draft of the new Regulations on the operation of the Board of Directors is attached to this Proposal;
- The new Regulations on the operation of the Board of Directors shall take effect from the date the Resolution of the 2026 Annual General Meeting of Shareholders is approved, and shall supersede the current Regulations on the operation of the Board of Directors.

Respectfully submitting for the consideration and approval of the General Meeting of Shareholders. *St2*

Sincerely./.

Nơi nhận:

- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept.

ON BEHALF OF THE BOARD OF DIRECTORS *du*

CHAIRMAN



Phan Thanh Dat

Hanoi, April 18, 2026

REGULATION
ON THE ELECTION OF THE BOARD OF DIRECTORS MEMBERS
FOR THE 2026–2031 TERM

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 term of the Board of Directors of Helio Energy Joint Stock Company (*hereinafter referred to as the “Company”*) for the 2021–2026 period shall expire at the Annual General Meeting of Shareholders 2026. The Annual General Meeting of Shareholders 2026 of Helio Energy Joint Stock Company shall conduct the election of the Board of Directors members for the 2026–2031 term in accordance with the following contents:

Article 1. Subjects participating in the election

Shareholders owning voting shares and authorized representatives of shareholders owning voting shares according to the list of shareholders of Helio Energy Joint Stock Company finalized on March 23, 2026.

Article 2. Number of Board of Directors members

The number of Board of Directors members of Helio Energy Joint Stock Company to be elected for the 2026–2031 term is 05 (*five*), including 02 (*two*) independent Board members.

Article 3. Criteria and Conditions for Board of Directors members

3.1. Regarding Board of Directors members:

Pursuant to Clause 1, Article 155 of Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (*the “Law on Enterprises”*) and its amending, supplementing documents, and guiding implementation, Board of Directors members must satisfy 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 candidate(s) is not required to be a shareholder(s) of the Company;*

- + *Members of the Board of Directors of a public company may concurrently hold the position of member of the Board of Directors or the Board of Members of up to 05 (five) other companies.*

3.2. *Regarding Independent Members of the Board of Directors:*

In addition to the criteria specified in Clause 3.1 of this Article, [candidates] must satisfy further standards as prescribed in Clause 2, Article 155 and Clause 2, Article 154 of the Law on Enterprises and its amending, supplementing documents, and guiding implementation, 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 subsidiary 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.*

Article 4. Nomination and Candidacy for the Board of Directors

In this Regulation, "**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:

4.1. *The list of shareholders entitled to attend the Annual General Meeting of Shareholders 2026 and having the right to stand for election or nominate candidates for the Board of Directors:*

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

4.2. *Shareholders/group of 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/group of 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.

4.3. Principles for handling cases 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 as required, 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 Regulations on the operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect Board of Directors members in accordance with the law.

Article 5. Ballots and Ballot Completion Instructions

5.1. List of Board of Directors candidates:

- [Candidates] are arranged in alphabetical order by their given names, with their full names clearly printed on the ballot.

5.2. Election Ballot: Printed on **green** paper, used for electing members of the Board of Directors in accordance with the Regulations on the Election of Board Members for the 2026 – 2031 term of the Company:

- The ballots are printed in a uniform format, bear the Company's corporate seal, and specify the total number of voting rights associated with the shareholder's code;
- Shareholders or authorized representatives shall be issued with Board of Directors election ballots corresponding to their shareholder codes (covering both ownership and/or authorization);
- In case of an entry error, the shareholder may request the Counting Committee to replace it with a new ballot;
- Shareholders or their authorized representatives must personally select their voting option by marking an "X" or "✓" in the corresponding option.

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.

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5.3. Valid Ballots:

- + Issued by the Congress Organizing Committee and bearing the Company's corporate seal;
- + Intact, with no signs of tearing, erasing, or unauthorized alterations;
- + Signed for confirmation by the shareholder or the shareholder's authorized representative participating in the election;
- + Total votes cast for candidates must not exceed the total voting rights held by that shareholder (including both owned and/or authorized voting rights).

5.4. Invalid Ballots:

- + Not issued by the Congress Organizing Committee;
- + Erased, altered, or containing additional names not included in the list of candidates officially approved by the General Meeting of Shareholders prior to the voting process;
- + Not signed for confirmation by the shareholder or the shareholder's authorized representative participating in the election;
- + Total votes cast for candidates exceed the total voting rights held by that shareholder (including both owned and/or authorized voting rights).

Article 6. Voting Methods and Cumulative Voting Principles

- The voting for Board of Directors members shall be conducted via secret ballot using the cumulative voting method.
- Each shareholder shall have a total number of votes corresponding to the total number of voting shares (including both owned and authorized shares) multiplied by the number of Board of Directors members to be elected for the Board of Directors election ballot.
- Shareholders may concentrate all of their total votes on one (01) candidate, or distribute their votes equally among all candidates, or allocate a part/all of their total votes to certain candidates, or choose not to vote (abstain), provided that the total number of votes cast does not exceed the maximum total votes held/represented by that shareholder.
- *Example: Shareholder Nguyen Van A owns 1,000 shares of the Company. The number of Board of Directors members to be elected is five (05). On the Board of Directors election ballot for Shareholder Nguyen Van A, the information is presented as follows:*
 - + *Number of owned shares: 1000 votes.*
 - + *Maximum total votes: $1,000 \times 5 = 5,000$ votes.*
 - + *Shareholder Nguyen Van A may concentrate his voting rights on one (01) candidate, or abstain from voting, or distribute his rights among various candidates, provided that the total number of votes cast does not exceed 5,000.*

Article 7. Vote Counting Committee, Principles of Voting and Vote Counting

7.1. Vote Counting Committee:

- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders;

- The Vote Counting Committee shall be responsible for:
 - + Introducing the content and instructions for completing the ballots, and distributing the ballots;
 - + Conducting the vote counting process;
 - + Announcing the election results before the Meeting.

7.2. Principles of Voting and Vote Counting:

- The Vote Counting Committee shall conduct an inspection of the ballot boxes in the presence of the shareholders;
- The voting shall commence upon completion of the ballot distribution and conclude when the last shareholder has cast their ballot into the ballot box;
- The vote counting must be conducted immediately after the voting finishes;
- The vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the Meeting.

Article 8. Principles for Electing Members of the Board of Directors

The election principle for members of the Board of Directors shall be determined based on the percentage of votes out of the total voting shares (including both owned and/or authorized shares), ranked from highest to lowest. Selection begins with the candidate receiving the highest number of votes and continues until the quantity and structure of members of the Board of Directors specified in these Regulations is met.

In the event that two or more candidates receive an equal number of votes for the final seat on the Board of Directors, the General Meeting shall conduct a re-election among those candidates with the tied votes.

Article 9. Preparation and Announcement of the Vote Counting Minutes

- After the vote counting, the Vote Counting Committee must prepare the Minutes of Vote Counting. The primary contents of the Minutes of Vote Counting shall include: The Vote Counting Committee; List of nominees; Total number of ballots distributed, total number of ballots collected, total number of valid ballots, and total number of invalid ballots, corresponding to the number of voting shares (including both owned and/or authorized shares); Vote counting results, and the List of elected members.
- The Minutes of Vote Counting must be announced before the Meeting.

Article 10. Other Provisions

Any complaints regarding the voting and vote counting shall be resolved by the Chairperson of the Meeting and recorded in the Minutes of the General Meeting of Shareholders.

Article 11. Effectiveness and Implementation

This Regulation consists of 11 (*eleven*) Articles, has been read aloud at the General Meeting of Shareholders, and shall take effect immediately upon approval by the Annual General Meeting of Shareholders 2026.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Thanh Dat



HELIO ENERGY
JOINT STOCK COMPANY

No. 06/2026/HIO/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 18, 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. The Board of Directors of the 2026 – 2031 term shall succeed and assume the responsibilities of the Board of Directors for the 2021 – 2026 term.

Accordingly, the following individuals shall cease to be members of the Board of Directors of the Company upon the election and approval of the Board of Directors for the 2026 – 2031 term by the 2026 Annual General Meeting of Shareholders:

- Mr. Phan Thanh Dat;
- Mr. Bui Tuan Duong;
- Mr. Nguyen Thanh Long.

Pursuant to the Regulation on the election of the BOD members for the 2026 – 2031 term and the Nomination/Candidacy letter of shareholders sent to the Company as of



April 06, 2026, the BOD has consolidated the information and respectfully submits to the GMS for consideration and approval of the election of members of the BOD for the 2026 – 2031 term, as follows:

1. Election of the members of the Company’s BOD for the 2026 – 2031 term as follows:
 - Number and structure of the Board of Directors for the 2026 – 2031 term: The BOD comprises 05 (five) members, including 02 (two) independent members.
 - Criteria and conditions for members of the BOD and the election method: In accordance with the Company Charter and relevant legal regulations, as specifically disclosed in the Election Regulations for members of the BOD.
2. The list of candidates standing for election to the BOD for the 2026 – 2031 term is as follows:

No	Full Name	Date of birth	Current position at the Company	Proposed position	Criteria/ Conditions
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	



No	Full Name	Date of birth	Current position at the Company	Proposed position	Criteria/ Conditions
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



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CANDIDATE PROFILE

1. Full name: **PHAN THANH DAT**.
2. Gender: Male.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:
10. Educational and Professional Qualifications: Bachelor of Economics.
11. Telephone:
12. Email:
13. Current position in the Company: Chairman of the Board of Directors – General Director cum Person in Charge of Corporate Governance.
14. Current positions in other enterprises/organizations: None
15. Number of HIO shares held by the candidate on March 23, 2026: 525,000 shares, representing 2.5%⁽¹⁾ of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 0 shares, representing 0% of the charter capital.
 - + The HIO shares directly owned by the candidate: 525,000 shares, representing 2.5% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	October 2005 - October 2009	An Binh Joint Stock Commercial Bank – Hanoi Branch	Officer
2	October 2009 - June 2017	An Binh Joint Stock Commercial Bank – Head Office	Head of Customer Department
3	August 2017 - April 2018	Heli Energy Investment Joint Stock Company	General Director

(1) This ratio is calculated based on the charter capital of VND 210 billion.

No.	Period	Organization	Position
4	September 2018 – January 2023	SD Truong Thanh Joint Stock Company	Member of the Board of Directors - Director
5	September 2021 - April 2022	Two Brothers Energy Company Limited	General Director - Chairman
6		Hoang Phu Energy Company Limited	
7		KCP Energy Company Limited	
8		Le Manh Green Power Company Limited	
9		Mat troi do Viet Company Limited	
10		Nhat Anh Solar Power Company Limited	
11		Nhat My Solar Power Company Limited	
12		Tuan Anh Solar Power Company Limited	
13		Buoc Tien Moi Viet Company Limited	
14		Zon Power Vietnam Company Limited	
15		Dahlia Vietnam Company Limited	
16		New Power Vietnam Company Limited	
17		New Times Energy Limited Company	
18		Orchid Vietnam Company Limited	
19	Sol Power Vietnam Company Limited		
20	Solar Viet Company Limited		
21	New Century Energy Company Limited		
22	November 2021 – March 2022	Carnation Vietnam Company Limited	General Director - Chairman
23		Hoang Gia Phu Single-member limited liability company	
24		Nghiem Brothers Energy Single- member limited liability company	
25		Green Up Power Company Limited	
26	March 2021 – Present	Helio Power Joint Stock Company	Member of the Board of Directors – General Director
27	March 2019 – April 2021	Nhat Viet Securities Joint Stock Company	Member of the Board of Directors
28	April 2021 – March 2023		Independent Member of the Board of Directors

No.	Period	Organization	Position
29	January 2021 – Present	Huong Linh 2 Wind Power Joint Stock Company	Member of the Board of Directors – General Director
30	June 2020 – June 2024	Helio Energy Joint Stock Company	General Director
31	November 2021 – Present		Member of the Board of Directors
32	February 2023 – Present		Person in Charge of Corporate Governance
33	June 2024 – Present		Chairman of the Board of Directors

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): None.

19. Relevant interests with the Company: Remuneration.

20. Conflicts of interest with the Company: None.

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

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Phan Thanh Dat

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness**CANDIDATE PROFILE**

1. Full name: **BUI TUAN DUONG**.
2. Gender: Male.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:
10. Educational and Professional Qualifications: Master of Finance.
11. Telephone:
12. Email:
13. Current position in the Company: Member of the Board of Directors – Deputy General Director cum Person Authorized to Disclose Information.
14. Current positions in other enterprises/organizations:
 - Helio Power Joint Stock Company: Member of the Board of Directors – Deputy General Director.
15. Number of HIO shares held by the candidate on March 23, 2026: 14,566,000 shares, representing 69.362%⁽¹⁾ of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 14,566,000 shares, representing 69.314% of the charter capital.
 - + The HIO shares directly owned by the candidate: 10,000 shares, representing 0.048% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	May 2014 - May 2015	Vietnam Technological and Commercial Joint Stock Bank	Specialist

(1) This ratio is calculated based on the charter capital of VND 210 billion.

No.	Period	Organization	Position
2	May 2017 – October 2021	Helio Power Joint Stock Company	Investment Manager
3	November 2021 – Present		Deputy General Director
4	December 2021 – Present		Member of the Board of Directors
5	August 2022 – Present	Helio Energy Joint Stock Company	Member of the Board of Directors – Deputy General Director
6	March 2023 – Present		Person Authorized to Disclose Information

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): None.

19. Relevant interests with the Company: Remuneration, Salary, and other benefits.

20. Conflicts of interest with the Company: None.

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

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Bui Tuan Duong

No.	Period	Organization	Position
2	October 2018 – June 2021	Helio Power Joint Stock Company	General Accountant
3	June 2021 – Present		Chief Accountant
4	October 2021 – August 2022	Helio Energy Joint Stock Company	Member of the Board of Directors
5	August 2022 – June 2024		Chief Accountant
6	June 2024 – Present		General Director

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): None.

19. Relevant interests with the Company: Salary and other benefits.

20. Conflicts of interest with the Company: None.

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

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Nguyen Thi Ngoc Quynh

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness**CANDIDATE PROFILE**

1. Full name: **NGUYEN MINH HOANG.**
2. Gender: Male.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:
10. Educational and Professional Qualifications: Bachelor of Finance and Banking.
11. Telephone:
12. Email:
13. Current position in the Company: None.
14. Current positions in other enterprises/organizations:
 - I Capital Company Limited: Chairman of the Board of Members;
 - Amber Golf Company Limited: Chairman of the Board of Members cum General Director.
15. Number of HIO shares held by the candidate on March 23, 2026: 0 shares, representing 0% of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 0 shares, representing 0% of the charter capital.
 - + The HIO shares directly owned by the candidate: 0 shares, representing 0% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	December 2018 - August 2020	Public Bank Vietnam Limited	Bank cashier

No.	Period	Organization	Position
2	September 2020 – July 2022	Amber Fund Management Joint Stock Company	M&A Specialist
3	July 2022 – March 2025	Amber Holdings Joint Stock Company	Senior Investment Specialist
4	March 2025 – February 2026	Vietnam Export Import Commercial Joint Stock Bank	Relationship Manager
5	March 2026 – Present	Amber Holdings Joint Stock Company	Deputy Head of Investment Department

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): None.

19. Relevant interests with the Company: None.

20. Conflicts of interest with the Company: None.

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

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Signed

Nguyen Minh Hoang

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness**CANDIDATE PROFILE**

1. Full name: **PHAM THI THU TRANG**.
2. Gender: Female.
3. Date of birth:
4. Place of birth:
5. Nationality: Vietnam.
6. Ethnicity: Kinh.
7. Citizen ID/Passport No: ; issued on:
Place of issue:
8. Permanent address:
9. Current address:

10. Educational and Professional Qualifications: Lawyer, Master of Economic Law.
11. Telephone:
12. Email:
13. Current position in the Company: None.
14. Current positions in other enterprises/organizations: None.
15. Number of HIO shares held by the candidate on March 23, 2026: 0 shares, representing 0% of the charter capital, of which:
 - + The HIO shares held as an authorized representative: 0 shares, representing 0% of the charter capital.
 - + The HIO shares directly owned by the candidate: 0 shares, representing 0% of the charter capital.
16. Professional experience:

No.	Period	Organization	Position
1	January 2011 – June 2014	LG Electronics Vietnam Co., Ltd.	Legal Specialist
2	June 2014 – November 2022	Viettel Group (Military Industry-Telecoms Group)	Legal Specialist

No.	Period	Organization	Position
3	November 2022 – December 2024	Vingroup Joint Stock Company	Senior Legal Specialist
4	December 2024 – March 2026	V-Green Global Charging Station Development JSC	Head of Legal Department
5	March 2026 – Present	Amber Capital Holdings Joint Stock Company	Legal Director

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): None.

19. Relevant interests with the Company: None.

20. Conflicts of interest with the Company: None.

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

Hanoi, April 6, 2026

CANDIDATE

(Signature and full name)

Singed

Pham Thi Thu Trang