

Bac Ninh, March 17, 2025

NOTICE

Regarding the Nomination and Candidacy for the Election to Replace Members of the Board of Directors and Supervisory Board for the 2023-2027 Term at the 2025 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company

To: Shareholders of Viglacera Tien Son Joint Stock Company

The Board of Directors of Viglacera Tien Son Joint Stock Company (the Company) respectfully informs esteemed shareholders about the nomination and candidacy for members of the Board of Directors (BOD) and Supervisory Board (SB) to replace one (1) member of the Board of Directors and one (1) member of the Supervisory Board for the 2023-2027 term at the Company's 2025 Annual General Meeting of Shareholders, as follows:

1. Reasons for Nomination/Candidacy for BOD/SB Members

- Based on the resignation letter of Mr. Tran Manh Huu as a member of the BOD.
- Based on the resignation letter of Mr. Dang Quoc Tuan as a member of the SB.
- Based on the document introducing and nominating personnel arrangements from the parent company: Viglacera Corporation – JSC.

- Mr. Tran Manh Huu resigns from the position of Chairman of the BOD, and a new Chairman of the Board of Directors for the 2023-2027 term will be elected.

- Nomination of Mr. Dang Minh Tam – Director of Viglacera Packaging and Brake Pad Joint Stock Company – as a candidate for BOD membership.

- Nomination of Mr. Ta Hong Phuong – Deputy Director of Viglacera EuroTile Brick Factory – as a candidate for SB membership to replace Mr. Dang Quoc Tuan.

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

2.1. Criteria for BOD Members:

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

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

2.2. Procedures for Nominating BOD Candidates:

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

- Shareholders holding ordinary shares of the Company may combine their shares to nominate candidates for the BOD.
- Shareholders or groups of shareholders holding at least 5% of the total voting shares continuously for at least six months may combine their voting rights to nominate BOD candidates. Shareholders or groups holding less than 10% of voting shares continuously for at least six months may nominate one member; from 10% to less than 30%, two members; from 30% to less than 50%, three members; from 50% to less than 65%, four members; and from 65% or more, up to the total number of members to be elected.
- If the number of BOD candidates through nomination and candidacy remains insufficient, the incumbent BOD may nominate additional candidates or organize nominations according to a mechanism prescribed by the Company. The nomination mechanism or the method by which the incumbent BOD nominates candidates must be clearly announced and approved by the General Meeting of Shareholders (GMS) before proceeding with the election of BOD members in accordance with legal regulations.

3. Criteria and Procedures for Nomination/Candidacy for SB Members

3.1. Criteria for SB Members:

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

- Not being subject to prohibitions from serving as an SB member under Clause 2, Article 17 of the 2020 Law on Enterprises, including: individuals under criminal prosecution, lacking civil capacity, serving prison sentences, or banned from practicing business under the law.
- Not being subject to prohibitions from participating in the management or supervision of public companies under the Securities Law (e.g., individuals convicted of securities fraud).
- Possessing professional qualifications or experience in finance, accounting, auditing, law, business administration, or fields related to the Company's business activities (per Article 169 of the 2020 Law on Enterprises).
- Not being a family member (spouse, parent, child, sibling, etc.) of BOD members, the Director/General Director, or other managers of the Company.
- Not concurrently serving as a BOD member, Director/General Director, or holding other managerial positions in the Company.
- Not working for an audit firm currently auditing the Company's financial statements within the three years prior to being elected as an SB member (per Clause 2, Article 162 of Decree No. 155/2020/ND-CP).

3.2. Procedures for Nominating SB Candidates:

Based on Clause 5, Article 115 of the 2020 Law on Enterprises and the Company Charter, the procedures for nominating SB candidates are as follows:

- Shareholders holding ordinary shares of the Company may combine their shares to nominate candidates for the SB.
- Shareholders or groups of shareholders holding at least 5% of the total voting shares continuously for at least six months may combine their voting rights to nominate SB candidates. Shareholders or groups holding less than 10% of voting shares continuously for at least six months may nominate one member; from 10% to less than 30%, two members; from 30% to less than 50%, three members; from

50% to less than 65%, four members; and from 65% or more, up to the total number of members to be elected.

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

4. Nomination and Candidacy Procedures

Shareholders or groups of shareholders meeting the above conditions who wish to nominate or run as candidates for BOD membership must submit their documents directly or via mail to the Company's headquarters by 4:00 PM on March 24, 2025, at the following address:

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

Nomination and candidacy documents include:

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

All shareholders listed as of February 6, 2025, attending the GMS have the right to vote on the approval of the candidate list.

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

Recipients: 

- As above;
- Archived: Office,

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



Tran Manh Huu



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NOTICE OF NOMINATION
CANDIDATE FOR THE BOARD OF DIRECTORS / SUPERVISORY BOARD
Viglacera Tiên Sơn Joint Stock Company, Term 2023 - 2027
(Form 01: For a group of shareholders nominating)

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

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

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

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

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

[Place], [day] [month] 2025

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

Attached documents:

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

Notes:

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



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

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

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

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

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

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

[Place], [day] [month] 2025

SHAREHOLDER

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

Attached documents:

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

Notes:

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



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APPLICATION FOR CANDIDACY

PARTICIPATION IN THE BOARD OF DIRECTORS / SUPERVISORY BOARD

Viglacera Tiên Sơn Joint Stock Company, Term 2023 - 2027

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

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

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

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

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

Sincerely,

[Place], [day] [month] 2025

SHAREHOLDER

(Signature, full name)

Attached documents:

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

Notes:

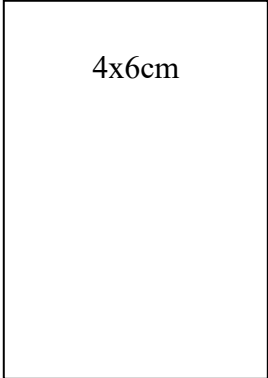
- *Depending on the number of shares owned or represented, the shareholder may only run for one position and mark an X in the box next to the respective position.*

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CURRICULUM VITAE

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



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

...,2025

Declarant

(Signature, full name)

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

At the 2025 Annual General Meeting of Shareholders

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

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

Article 1. Principles of Election and Voting Rights at the General Meeting of Shareholders (GMS)

1.1. Principles: The election of members of the BOD and SB shall be conducted based on the following principles:

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

1.2. Persons with Voting Rights:

Persons entitled to vote at the GMS are shareholders holding shares or their authorized representatives (based on the list of shareholders provided by the Vietnam Securities Depository Center as of February 6, 2025) who are present at the GMS session.

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

2.1. Number of BOD Members:

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

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

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

2.2. Conditions and Criteria for BOD Members:

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

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

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

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

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

Conditions for Self-Nomination or Nomination for BOD Membership:

Persons self-nominating or being nominated for election to the BOD must meet the criteria and conditions outlined in Section 2.2 of these Regulations and the following nomination conditions:

A self-nominating individual shareholder must hold at least 5% of the Company's voting shares continuously for at least 6 months as of the date of finalizing the list of shareholders entitled to attend the 2025 Annual GMS.

Other nominated persons must be nominated by a shareholder or group of shareholders holding at least 5% of the Company's total shares continuously for at least 6 months as of the date of finalizing the list of shareholders entitled to attend the 2025 Annual GMS.

Self-nominated and nominated persons (hereinafter collectively referred to as "candidates") must submit valid nomination/application documents within the specified deadline.

Number of BOD Candidates:

The number of candidates for election to the BOD shall be determined by eligible shareholders or groups of shareholders and must be at least equal to the number of BOD members, which is 5. Shareholders or groups of shareholders shall nominate candidates in accordance with the Company Charter as follows:

Shareholders or groups of shareholders holding at least 5% of voting shares continuously for at least 6 months may combine their voting rights to nominate BOD candidates.

Shareholders or groups holding less than 10% of voting shares continuously for at least 6 months may nominate 1 candidate; from 10% to less than 30%, 2 candidates; from 30% to less than 50%, 3 candidates; from 50% to less than 65%, 4 candidates; and from 65% or more, up to the total number of members to be elected.

Compilation of the BOD Candidate List:

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

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

Candidates must meet all criteria and conditions for BOD membership.

Candidates must submit complete nomination documents.

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

Article 3. Number, Conditions, and Criteria for SB Members

3.1. Number of SB Members:

The number of SB members for the 2023-2027 term as per the Company Charter: 3 members.

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

3.2. Conditions and Criteria for SB Members:

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

Not a spouse, parent, adoptive parent, child, adopted child, or sibling of BOD members, the Board of Management, or the Chief Accountant of the Company;

Not holding managerial positions in the Company;

SB members are not required to be shareholders or employees of the Company.

3.3. Nomination, Self-Nomination for SB Membership, Number of Candidates, and Compilation of the Candidate List:

Conditions for Self-Nomination or Nomination for SB Membership:

Persons self-nominating or being nominated for election to the SB must meet the criteria and conditions for SB members and the following nomination conditions:

A self-nominating individual shareholder must hold at least 5% of the Company's voting shares continuously for at least 6 months as of the date of finalizing the list of shareholders entitled to attend the 2025 Annual GMS.

Other nominated persons (who may not be shareholders) must be nominated by a shareholder or group of shareholders holding at least 5% of the Company's total shares continuously for at least 6 months as of the date of finalizing the list of shareholders entitled to attend the 2025 Annual GMS.

Self-nominated and nominated persons (hereinafter collectively referred to as "candidates") must submit valid nomination/application documents within the specified deadline.

Number of SB Candidates:

The number of candidates for election to the SB shall be determined by eligible shareholders or groups of shareholders and must be at least equal to the number of SB members, which is 3. Shareholders or groups of shareholders shall nominate candidates in accordance with the Company Charter as follows:

Shareholders or groups holding at least 5% of voting shares continuously for at least 6 months may combine their voting rights to nominate SB candidates.

Shareholders or groups holding less than 10% of voting shares continuously for at least 6 months may nominate 1 candidate; from 10% to less than 30%, 2 candidates; from 30% to less than 50%, 3 candidates; from 50% to less than 65%, 4 candidates; and from 65% or more, up to the total number of members to be elected.

Compilation of the SB Candidate List:

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

If the number of SB candidates through nomination and self-nomination is still less than 3, the incumbent SB may nominate additional candidates under the following mechanism:

Candidates must meet all criteria and conditions for SB membership.

Candidates must submit complete nomination documents.

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

Article 4. Documents and Deadline for Nomination/Self-Nomination for BOD and SB Election

4.1. Nomination/Self-Nomination Documents for BOD and SB:

Application form for candidacy for the BOD or SB, including a commitment by the candidate to perform the duties of a BOD or SB member honestly if elected (as per the attached template);

Curriculum vitae completed by the candidate (as per the attached template);

Confirmation of the number of shares held by the self-nominating shareholder or nominating shareholder/group of shareholders continuously for the most recent 6 months, or equivalent documents from the securities company where the shareholder(s) hold an

account or from the Vietnam Securities Depository Center (as of February 6, 2025 – the date of finalizing the shareholder list for the GMS);

Minutes of the group meeting + List of the group of shareholders (in case the candidate is nominated by a group of shareholders);

Notarized copies of: Identity card/Passport, household registration book, and academic qualifications.

4.2. Deadline for Receiving Nomination/Self-Nomination Documents for BOD and SB:

Nomination/self-nomination documents may be submitted directly or sent via guaranteed mail to the Company’s headquarters at least 7 working days before the GMS date.

Only nomination/self-nomination documents meeting the conditions and candidates fulfilling the respective criteria for BOD or SB members will be included in the candidate list announced at the GMS session.

Article 5. Election Method

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

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

Shareholders or their authorized representatives may allocate all their votes to one candidate or distribute their votes among selected candidates. However, they may only vote for a maximum of 5 BOD candidates and 3 SB candidates from the total list of candidates.

Example: The GMS elects 5 BOD members from a total of 5 candidates. Shareholder Nguyen Van A holds (owned and authorized) 10,000 voting shares. The total number of votes for Nguyen Van A is: $(10,000 \times 5) = 50,000$ votes.

Nguyen Van A may allocate votes as follows:

Allocate all 50,000 votes to 1 BOD candidate.

Distribute 50,000 votes equally among all 5 BOD candidates (equivalent to 10,000 votes per candidate).

Allocate 50,000 votes to certain BOD candidates by dividing the 50,000 voting rights among them in varying amounts, provided the total votes do not exceed 50,000.

Article 6. Election Process

6.1. Voting Ballot:

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

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

6.2. How to Fill Out the Ballot:

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

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

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

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

6.3. Validity of the Ballot:

Valid Ballots:

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

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

Ballots without erasures or corrections.

Invalid Ballots:

Ballots not issued by the GMS Organizing Committee;

Ballots without the Company’s round seal;

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

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

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

Article 7. Vote Counting Committee, Voting Procedure, and Vote Counting

7.1. Vote Counting Committee:

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

Key responsibilities of the Vote Counting Committee:

Provide a brief overview of election regulations;

Distribute ballots to shareholders or their authorized representatives;

Inspect and supervise the voting process;

Organize vote counting;

Prepare and announce the vote counting minutes before the GMS;

Submit the minutes and all ballots to the Chairperson.

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

7.2. Voting and Vote Counting Procedure:

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

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

Vote counting must commence immediately after voting concludes.

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

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

Article 8. Principles for Election of BOD and SB Members

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

Formula: $\text{Vote ratio} = (\text{Total votes received by the candidate} / \text{Total voting shares present at the meeting}) \times 100\%$.

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

Article 9. Resolution of Complaints Regarding Voting and Vote Counting

If a shareholder raises a complaint or requests a review of the election results, the incumbent Supervisory Board shall directly re-examine the process. If intentional errors or fraud in vote counting are detected, the Vote Counting Committee shall bear full responsibility.

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

Article 10. Effective Date

These Regulations shall take effect at the 2023 GMS session after being approved by the GMS of the Company. The Organizing Committee and relevant departments within the Company shall be responsible for implementing the related tasks in accordance with these Regulations.

ON BEHALF OF THE ORGANIZING COMMITTEE

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CURRICULUM VITAE



1. Full name: Dang Minh Tam
2. Gender: Male
3. Date of birth: November 17, 1976
4. Place of birth: Dao My - Lang Giang - Bac Giang
5. Nationality: Vietnam
6. Ethnicity: Kinh
7. ID number: 024076003221 Date of issue: May 1, 2021
Place of issue: Head of the Police Department for Administrative Management of Social Order
8. Hometown: Dao My - Lang Giang - Bac Giang
9. Permanent address as per household registration: Area 2, Tien An, Bac Ninh City, Bac Ninh Province
10. Current permanent address: Area 2, Tien An, Bac Ninh City, Bac Ninh Province
11. Contact phone number: 0913.034.276
12. Educational level: 12/12
13. Professional qualification: Master's Degree
14. Work experience (briefly list years of work, positions, and occupations held):

No.	Work period	Work unit	Notes
1	01/2002 - 09/2006	Deputy Foreman - Viglacera Tiên Sơn Joint Stock Company	
2	10/2006 - 12/2007	Deputy Head of Electromechanical Technical Department - Viglacera Tiên Sơn Joint Stock Company	
3	01/2008 - 03/2014	Head of Technical Department - Viglacera Tiên Sơn Joint Stock Company	
4	04/2014 - 08/2016	Deputy Factory Director - Viglacera Tiên Sơn Joint Stock Company	
5	09/2016 - 03/2017	Factory Director - Viglacera Tiên Sơn Joint Stock Company	
6	04/2017 - 09/2017	Director - Branch of Viglacera Tiên Sơn Joint Stock Company	
7	10/2017 to present	Director - Viglacera Packaging and Brake Pads Joint Stock Company	

15. Current position: Director of Viglacera Packaging and Brake Pads Joint Stock Company
16. Positions held in other organizations:
17. Number of shares personally held: 50 shares, accounting for 0.00% of charter capital
18. Number of shares held by related persons:

No.	Full name	Relationship	ID number, date of issue, place of issue	Securities of account number (if any)	Address	Shares held	Percentage (%)
1	Dang Dinh Quyen	Father			Lang Giang, Bac Giang	0	0
2	Nguyen Thi Minh	Mother			Lang Giang, Bac Giang	0	0
3	Nguyen Van Diet	Father-in-law			Deceased	0	0
4	Vu Thi Hai	Mother-in-law			Kim Chan, Bac Ninh City	0	0
5	Nguyen Thi Thom	Wife			P. Tien Ninh Ve, Bac Ninh City	0	0
6	Dang Ngoc Y Nhi	Daughter			P. Tien Ninh Ve, Bac Ninh City	0	0
7	Dang Truong Hung	Son			P. Tien Ninh Ve, Bac Ninh City	0	0
8	Dang Hong Quang	Younger brother			Bac Giang	0	0
9	Dang Quoc Chung	Younger brother			Bac Giang	0	0
10	Dang Quoc Tuan	Younger brother			Phu My, Ba Ria - Vung Tau	10,000	0.02%

19. Debts to the company:

20. Remuneration and other benefits:

21. Related interests with the company:

I hereby declare that the information provided above is entirely true. If any part is found to be false, I accept full responsibility before the law.

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Declarant
(Signature and full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE



1. Full name: **Tạ Hồng Phương**
2. Gender: Male
3. Date of birth: April 12, 1982
4. Place of birth: Hanoi
5. Nationality: Vietnam
6. Ethnicity: Kinh
7. Citizen Identification Number: 001082052562
Date of issue: May 10, 2021
Place of issue: Police Department
8. Hometown: Tam Đồng - Mê Linh - Hanoi
9. Permanent address as per household registration: Dốc Lã Residential Area, Yên Thường, Gia Lâm, Hanoi
10. Current permanent address: Osimi Apartment Complex, Phú Mỹ Ward, Phú Mỹ City
11. Contact phone number: 0917754747
12. Educational level: University
13. Professional qualification: Engineer in Industrial Measurement and Informatics
14. Work experience (briefly list years of work, positions, and occupations held):
 - From 2007 to 2010: Employee at Postal and Telecommunications Commerce Joint Stock Company
 - From 2010 to 2011: Employee at Viglacera Tiên Sơn Factory
 - From 2011 to 2015: Deputy Foreman at Viglacera Tiên Sơn Factory
 - From 2015 to 2021: Foreman at Viglacera Tiên Sơn Factory
 - From 2021 to present: Deputy Director at Viglacera Eurotile Brick Factory
15. Current position: Deputy Director of Viglacera Eurotile Brick Factory
16. Positions held in other organizations: None
17. Number of shares personally held: 5,000 shares, accounting for 0.01% of charter capital
18. Number of shares held by related persons: 0 shares, accounting for 0% of charter capital
19. Debts to the company: None
20. Remuneration and other benefits: None
21. Related interests with the company: None

I hereby declare that the information provided above is entirely true. If any part is found to be false, I accept full responsibility before the law.

.....2025

Declarant
(Signature and full name)