

Hà nội, March 23rd 2026

NOTICE

Re: Nomination and Self-Nomination of Candidates for the Board of Directors and the Supervisory Board of Construction and Investment J.S Company No18 (LICOGI18) for the 2026-2031 Term

To: Shareholders of Construction and Investment Joint Stock Company No18

At the 2026 Annual General Meeting of Shareholders (AGM), the Board of Directors (BOD) of Construction and Investment Joint Stock Company No18 ("LICOGI 18") will submit to the AGM the termination of the current term and the election of members of the Board of Directors (BOD) and the Supervisory Board for the 2026~2031 term.

The LICOGI18'BOD hereby informs shareholders about the self-nomination and nomination of candidates for election to the BOD and the Supervisory Board for the 2026~2031 term as follows:

1. Qualifications and criteria for candidates nominated or self-nominated for the BOD & Independent BOD Members and Supervisory Board for the 2026~2031 term

1.1. Criteria for members of the Board of Directors and Independent BOD Members

- a. Having full legal capacity for civil acts and not falling into cases prohibited from managing enterprises in accordance with Clause 2, Article 17 of the Law on Enterprises 2020.
- b. Being a shareholder of the Company or another person nominated who is not a shareholder of the Company but holding at least a university degree in one of the following fields: construction, architecture, transportation engineering, irrigation and hydropower, business administration, and having at least 05 years of experience in corporate management.
- c. A member of the Company's BOD may concurrently serve as a member of the board of directors of another company, provided that such company is not a competitor or in dispute with the Company.
- d. Not having previously served as a member of the board of directors or legal representative of a company that has been prohibited from operation due to serious legal violations.
- e. For Independent BOD Members: In addition to the above criteria, the candidate must satisfy the requirements under Clause 2, Article 155 of the Law on Enterprises, specifically:
 - Not currently working for the Company, its parent company, or its subsidiary; and not having worked for the Company, its parent company, or its subsidiary for at least the preceding three (03) years.
 - Not currently receiving salary or remuneration from the Company, except for allowances to which BOD members are entitled in accordance with regulations.
 - Not having a spouse, biological parents, adoptive parents, biological children, adopted children, siblings who are major shareholders of the Company, or who are managers of the Company or its subsidiaries.



- Not directly or indirectly owning 1% or more of the total voting shares of the Company.
- Not having served as a member of the BOD or Supervisory Board of the Company during the preceding five (05) consecutive years, except where such member has been appointed for two consecutive terms.

1.2. Criteria for candidates nominated to the Supervisory Board

- Having full legal capacity for civil acts and not falling into cases prohibited from establishing or managing enterprises in accordance with the Law on Enterprises.
- Being trained in one of the following fields: economics, finance, business administration, law, or a technical discipline related to the Company's business activities, and having at least three (03) years of working experience in the trained professional field.
- Not having family relationships with members of the BOD, the General Director, or other managers of the Company.
- Not holding any managerial positions in the Company. Members of the Supervisory Board are not required to be shareholders of the Company.
- Being an accountant or auditor, but not an employee in the Company's accounting/finance department and not a member or employee of the independent audit firm auditing the Company's financial statements.
- Having good health, good moral character, honesty, knowledge and a strong sense of compliance with the law.
- Must not have family relationships with the Company's managers or the managers of the parent company, or with the representatives of enterprise capital or State capital at the parent company or at the Company.

2. Rights to nominate or self-nominate candidates for the BOD, Independent BOD Members and Supervisory Board for the 2026–2031 term

2.1. Shareholders or groups of shareholders holding 10% or more of the total voting shares (according to the shareholder list finalized on March 18, 2026) have the right to nominate or self-nominate their representatives to the BOD and/or Supervisory Board as follows:

- From 10% to under 20%: may nominate 01 candidate.
- From 20% to under 30%: may nominate up to 02 candidates.
- From 30% to under 40%: may nominate up to 03 candidates.
- From 40% to under 50%: may nominate up to 04 candidates.
- From 50% to under 60%: may nominate up to 05 candidates.
- From 60% or more: may nominate up to 06 candidates.

2.2. Shareholders owning less than 10% of the total voting shares may combine their voting rights with other shareholders to reach at least 10% in order to nominate their representative.

3. Nomination and Self-Nomination Dossier for BOD/SB Candidates:

- Application for nomination or self-nomination to the BOD or Supervisory Board (according to the template);
- Curriculum Vitae of the candidate (according to the template);



- Notarized copies of Citizen ID/Passport, degrees, certificates proving educational and professional qualifications, and other relevant documents.

❖ *Note to shareholders:*

- Each shareholder may only participate in one shareholder group for nomination purposes. If a shareholder signs nomination forms for multiple shareholder groups, such nomination will be considered invalid, and that shareholder's shares will not be counted toward the total shares of any nominating group.

4. Submission Address and Deadline

- Nomination and self-nomination dossiers may be submitted in person or by registered mail before 17:00 on April 10, 2026 to the following address:
 - + Recipient: Construction and Investment Joint Stock Company No18
 - + Address: No. 471 Nguyen Trai Street, Thanh Liet Ward, Hanoi City
 - + Tel: 04.38540401
- Any nominations or self-nominations submitted after the above deadline will not be accepted.

5. Preparation of the Candidate List for Submission to the AGM

- The Company will compile and prepare the list of eligible candidates nominated or self-nominated in accordance with applicable laws and the Company's internal regulations to be included in the official candidate list submitted to the 2026 Annual General Meeting of Shareholders for election.
- Candidates nominated or self-nominated for the BOD/SB must be fully responsible before the law and the LICOGI 18's AGM of for the accuracy and truthfulness of their nomination dossier.

Respectfully announced.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

Recipients:

- As above;
- BOD, SB;
- Filed



Nguyễn Xuân Hưng

