

**REQUIREMENTS TO SELF-NOMINATE AND NOMINATE
NEW MEMBERS OF BOARD OF SUPERVISORS IN THE TERM OF 2022 -2027 OF
COTECCONS CONSTRUCTION JOINT STOCK COMPANY AT THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

- In pursuant to the Law on Enterprises no. 59/2020/QH14 passed by the National Assembly on 17th June 2020;
- In pursuant to the Law on Securities no. 54/2019/QH14 passed by the National Assembly on 26th November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company ("Company's Charter");

Coteccons Construction Joint Stock Company (hereinafter referred as "**Company**") would like to inform Shareholders the requirements to nominate and self-nominate candidates of new members of the Board of Supervisors (BOS) at 2025 Annual General Meeting of Shareholders as follows:

I. Requirements to self-nominate and nominate candidates for replacing members of, BOS

- 1. Number of new BOS members to be elected:** 02 members
- 2. Term of new BOS members to be elected:** 2022 - 2027
- 3. Quantity of candidates:** unlimited
- 4. Conditions and standards of members of BOS:**
 - a) Not be banned as prescribed in Clause 2 Article 17 of the 2020 Law on Enterprise;
 - b) Have qualifications and experience in the business administration and not necessarily be Shareholders of the Company;
 - c) Not be a family member of the BOD, Director or General Director, and/or other management members;
 - d) Not be a family member of the management members of the company and the parent company; the representative of the company's capital share, the representative of the state capital share in the parent company and in the company;
 - e) Not to be a company manager; not necessarily be a Shareholders or employees of the company;
 - f) Not to be a member or employee of the independent auditing company who has audited the financial statements of the Company for the previous 03 years;
 - g) Not work in the accounting and finance department of the Company.

5. Conditions for self-nomination and nomination

The Shareholders holding shares with voting rights, have the right to combine the number of voting rights of each person to nominate candidates for the BOS according to the following provisions:

- a) Holding voting shares from five percent (05%) to less than ten percent (10%) of the total voting shares may nominate one (01) candidate.
- b) Holds from ten percent (10%) to less than thirty percent (30%) of the total number of voting shares with the right to nominate up to two (02) candidates;
- c) Holds from thirty percent (30%) to less than forty percent (40%) of the total number of voting shares with the right to nominate up to three (03) candidates;
- d) Hold from forty percent (40%) to less than fifty percent (50%) of the total number of voting shares with the right to nominate up to four (04) candidates;
- e) Holding from fifty percent (50%) to less than sixty percent (60%) of the total number of voting shares with the right to nominate up to five (05) candidates.

In case the number of candidates for the BOS through nomination and candidacy is still insufficient, the existing BOS may nominate more candidates or hold a nomination as prescribed in the Charter's Company and applicable law regulations.

II. Application documents for self-nominating or nominating candidates for members of BOS

1. Application documents for self-nominating or nominating candidates for members of BOS shall include:

- Application letter for self-nominating or nominating candidates for members of BOS (*form*);
- Curriculum Vitae declared by the candidates (*form*);
- Notarized copy of ID card/Passport, residence book, academic certificates or professional qualifications of the candidate;
- List of group of Shareholders (if candidate is nominated by group of Shareholders);

- List of related persons of Candidates (*form*).

All forms will be published and updated in Company's website at:

2. Application documents for self-nominating or nominating candidates for members of BOS:

For convenience, all application documents for self-nominating or nominating candidates for members of BOS shall be sent to the Headquarter of Coteccons Construction Joint Stock Company at the following address: Secretary Board - Floor 12th, 236/6 Dien Bien Phu Street, Gia Dinh Ward, Ho Chi Minh City.

Deadline for receiving application documents: **no later than 5:00 PM on October 19th, 2025.**

Ho Chi Minh City, October 17th, 2025

**ON BEHALF OF THE BOD
CHAIRMAN**

BOLAT DUISENOV