

ANNOUNCEMENT

(Regarding the nomination and candidacy for election of members of the Board of Directors and members of the Board of Supervisors for the 2025 – 2030 term)

To: Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company

Currently, the terms of the Board of Directors (“BOD”) and the Board of Supervisors (“BOS”) of the Company have expired. In accordance with the provisions of law and the Company’s Charter, Song Hong Aluminum Shalumi Group Joint Stock Company will elect a new Board of Directors and Board of Supervisors at the 2025 Annual General Meeting of Shareholders.

The Board of Directors respectfully informs shareholders who have the right to attend the meeting about the candidacy and nomination of qualified persons to become members of the Board of Directors and the Board of Supervisors of the Company for the 2025 – 2030 term to be elected to the Board of Directors and the Board of Supervisors of the Company according to the following conditions, standards and procedures:

I. Term of members of the BOD/BOS: 05 years (2025 – 2030)

II. Number of elected members of the BOD for the 2025 - 2030 term: 05 (five) members.

III. Number of elected members of the BOS for the term 2025 - 2030: 03 (three) members.

IV. Conditions for candidacy and nomination to participate in the election of members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term:

1. Conditions to become a member of the BOD for the 2025 - 2030 term:

- Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Have professional qualifications and experience in business administration or in the company's business field, industry or profession and do not necessarily have to be a shareholder of the company, unless otherwise provided in the Company Charter;
- A member of the Board of Directors of a company may concurrently be a member of the Board of Directors of another company;
- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

In addition to the above conditions, independent members of the Board of Directors for the 2025-2030 term must also meet the following conditions:

- Not being a person currently working for the company, parent company or subsidiary of the company; not being a person who has worked for the company, parent company or subsidiary of the company for at least the previous 3 consecutive years;

- Not being a person receiving salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;
- Not being a person whose wife or husband, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, biological sibling is a major shareholder of the company; is a manager of the company or a subsidiary of the company;
- Not being a person who directly or indirectly owns at least 01% of the total number of voting shares of the company;
- Not being a person who has been a member of the Board of Directors or Board of Supervisors of the company for at least the previous 05 consecutive years, except in the case of being appointed for 02 consecutive terms.

2. Conditions to become a member of the BOS for the 2025 - 2030 term:

- Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;
- Not being a relative of a member of the Board of Directors, Director or General Director and other managers;
- Not being a company manager; not necessarily being a shareholder or employee of the company;
- Not working in the accounting or finance department of the Company;
- Not being a member or employee of the independent auditing company that audited the Company's financial statements in the previous 3 consecutive years;
- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

3. Conditions for candidacy and nomination to participate in the election of members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term:

Pursuant to Clause 3, Article 12 of the Company's Charter, shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate people to the Board of Directors and the Board of Supervisors of the Company: Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% can nominate up to eight (08) candidates.

In case the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and/or the Board of Supervisors and/or other shareholders. The procedure for the incumbent Board of

Directors and Board of Supervisors to introduce candidates for the Board of Directors and Board of Supervisors must be clearly announced and must be approved by the General Meeting of Shareholders before the nomination is made according to regulations.

III. Instructions on procedures and documents for nomination and candidacy to participate in the election of members of the BOD and BOS for the term 2025 - 2030

The nomination and candidacy resume for election as a member of the BOD and BOS for the 2025-2030 term of shareholders or groups of shareholders of the Company that satisfy the above conditions includes:

- Application for candidacy or nomination to join the BOD, BOS (according to the form).
- CV (according to the form).
- Valid copy of the candidate's ID card.
- Valid copies of degrees, diplomas and certificates certifying cultural and professional qualifications.
- Letter of authorization and/or Minutes of the group meeting (if the candidate is authorized by the group to run for election) and documents verifying the signature of the shareholder or group of shareholders.

(Shareholders please download the forms on the Company's website at: <https://www.shalumi.com.vn/> Investor Relations section)

The above documents are made into 01 original copy and sent at least 03 (three) days before the organizing day of the General Meeting to the following address:

Song Hong Aluminum Shalumi Group Joint Stock Company

Address: Hong Ha Street, Tho Son Ward, Viet Tri City, Phu Tho Province.

Telephone: (0210) 3.862.644

The envelope must clearly state "Candidate application/nomination for the BOD, BOS".

Sincerely.

Recipients:

- As above;
- Archived: AD.

**O.B/ BOARD OF DIRECTORS
CHAIRWOMAN**



Phạm Thị Quỳnh Thu

