



Lao Cai, dated April, 2026

INSTRUCTIONS FOR CANDIDATION AND NOMINATION

CANDIDATES FOR THE BOARD OF MANAGEMENT, INSPECTION COMMITTEE FOR THE GENERAL OF SHAREHOLDERS TO ELECT THE BOARD OF MANAGEMENT, INSPECTION COMMITTEE

FOR THE TERM OF 2024 - 2029

Dear to: **Shareholders of Northern Electricity Investment and Development Joint Stock Company No. 2**

According to the 2026 Annual General Meeting of Shareholders, the General Meeting of Shareholders will elect additional member of the BOM, Inspection Committee (IC) for the 2024 - 2029 term to fill the vacant position.

Pursuant to the provisions of the Enterprise Law 2020, Charter and Internal Regulations on Corporate Governance of Northern Electricity Investment and Development Joint Stock Company No.2, shareholders or groups of shareholders owning at least 10% of the total number of common shares or more have the right to run/nominate candidates for the BOM, IC of Northern Electricity Investment and Development Joint Stock Company No.2 for the 2024 - 2029 term.

To facilitate shareholders in effectively exercising their rights to nominate and stand for election, the Board of Management of Northern Electricity Development and Investment Joint Stock Company No. 2 respectfully provides shareholders with the Guidelines for nomination and candidacy for the election of additional members of the Board of Management and the Inspection Committee of Northern Electricity Development and Investment Joint Stock Company No. 2 for the 2024–2029 term, with the following contents:

1. **Standards and conditions for being a member of the BOM (According to Clause 1, Article 155 of the Enterprise Law 2020 and Clause 1, Article 20 of the Company's Internal regulations on Corporate governance):**
 - a. Not subject to provisions in Clause 2, Article 17 of the Enterprise Law;
 - b. Having professional qualifications and experience in business administration or in the Company's field, industry or business and and not being required to be a Shareholder or an employee of the Company;
 - c. A member of the Board of Management of the Company can simultaneously be a member of the Board of Management of another company but can only be a member of the Board Management at a maximum of 05 other companies.
2. **Criteria and conditions for members of the Inspection Committee (Pursuant to Article 169 of the Law on Enterprises 2020 and Clause 2, Article 30 of the Company's Internal Regulations on Corporate Governance):**
 - a. Not falling under the prohibited categories specified in Clause 2, Article 17 of the Law on Enterprises 2020;
 - b. Holding a degree in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business activities;
 - c. Not being a family member of any member of the Board of Management, the General Director, or other managers;
 - d. Not being a manager of the Company; not necessarily required to be a shareholder or an employee of the Company;
 - e. Not being a family member of any manager of the Company or its parent company, or of the capital representative at the Company;
 - f. Not working in the accounting or finance department of the Company;



- Shareholders or groups of shareholders holding from 50% to less than 60% of the Company's total outstanding common shares may nominate a maximum of five (05) candidates;
 - Shareholders or groups of shareholders holding from 60% to less than 70% of the Company's total outstanding common shares may nominate a maximum of six (06) candidates;
 - Shareholders or groups of shareholders holding from 70% to less than 80% of the Company's total outstanding common shares may nominate a maximum of seven (07) candidates; and
 - Shareholders or groups of shareholders holding from 80% to less than 90% of the Company's total outstanding common shares may nominate a maximum of eight (08) candidates.
- b. If the number of candidates for the Inspection Committee nominated through election and candidacy is still insufficient, as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Inspection Committee may nominate additional candidates or nominate candidates in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of Inspection Committee. The incumbent Inspection Committee 's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Inspection Committee as prescribed by law.

5. Candidate and nomination documents:

Shareholders or groups of shareholders holding the proportions as specified in Section 2 above when standing for or nominating candidates for the BOM, IC of the Company should send it to the Company in the form of direct submission or by mail the following documents:

- Original paper of candidacy/nomination of candidates for the BOM,IC
- Curriculum vitae of candidates for the BOM, IC according to the form.

In case of a group of nominating shareholders, the nomination document must have the signatures of all shareholders participating in the nominating shareholder group, or have a written authorization (notarized/authenticated) of the group of shareholders for the nomination. A shareholder representing the group exercises the right to nominate.



Note:

- ❖ To facilitate the organization and preparation of election documents, the Company respectfully requests shareholders/groups of shareholders who meet the candidacy/nomination conditions to fax the candidacy and nomination documents specified in Section 3 above about Northern Electricity Investment and Development Joint Stock Company 2 before 12:00 pm on April 15, 2026. Original candidature and nomination documents (in case they have not been sent to the Company by direct mail or by post), shareholders/groups of shareholders send directly to the Organizing Committee when completing registration procedures to participate. Attend the General Meeting on April 16, 2025.
- + Contact address: Northern Electricity Investment and Development Joint Stock Company 2
- Head office: San Bang Village, Bat Xat Commune, Lao Cai Province.
- Office in Hanoi: 9th Floor, Vinaconex Building, 34 Lang Ha, Lang Ward, Hanoi.
- + Contact person: Ms. Lai Thi Kim Hue - Administrative Organization Department
- + Phone: (024) 6285 5550; Fax: (024) 6285 5557;
- + Email: nedi2.hn@nedi2.com.vn
- ❖ Shareholders or shareholder groups that do not submit the original nomination documents as stipulated in Section 3 above to the Company (before the General Meeting or before the candidate list is approved at the General Meeting), their nominations will not comply with the provisions of the 2020 Enterprise Law, the Company's Charter, and the internal governance regulations. Therefore, their nominations will be considered invalid at the General Shareholders' Meeting.