

No. 287 /TB-BBBS

Bim Son, April 01/2025

## **ANNOUNCEMENT**

### **The nomination and candidacy of candidates for election members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term**

**To: Respected Shareholder of**

*Pursuant to the Enterprise Law No. 59/2020/QH14 and guidance documents, amendments.*  
*Pursuant to the Securities Law No. 54/2019/QH14 and guidance documents, amendments.*  
*Pursuant to the Company's Charter.*

At the 2020 AGM, the Board of Directors (BOD) and the Supervisory Board (BOS) for the 2020-2025 term were elected. According to the law and the Company's Charter, the current BOD and BOS will end their term and the 2025 AGM elect the BOD and BOS for the 2025-2030 term.

To ensure the Company structure is in accordance with regulations, the Company would like to notify all shareholders about the nomination and candidacy of candidates for the election of members of the Board of Directors and members of the Supervisory Board for the 2025-2030 term as follows:

#### **I. RIGHT TO NOMINATE AND CANDIDATE**

Shareholders or groups of shareholders owning 10% or more of total common shares have the right to nominate and run for election as members of the Board of Directors and the Board of Supervisors (*Clause 2, Article 25 and Clause 1, Article 36 of the Company Charter*).

#### **II. THE EXPECTED NUMBER OF MEMBER**

##### **1. The number of members as prescribed in the Company Charter**


- Number of BOD members: 05, which at least 01 independent member.
- Number of BOS members: 03.

##### **2. Number of candidates per shareholder/group of shareholders proposed:**

The number of candidates for each shareholder/group of shareholders is proposed as follows:

- Number of candidates elected to BOD: maximum 05.
- Number of candidates elected to BOS: maximum 03.

#### **III. STANDARDS OF CANDIDATE FOR BOD's MEMBERS**

Pursuant to Article 155 of the 2020 Enterprise Law and the Company Charter: 





**1. Members of the Board of Directors must have the following standards and conditions:**

- a) Have full civil act capacity and are not prohibited from establishing and managing enterprises according to the provisions of the 2020 Enterprise Law.
- b) Have professional qualifications and experience in business administration or in the company's business fields, industries and professions and are not necessarily shareholders of the company.
- c) Members of the Board of Directors can concurrently be members of the Board of Directors of another company.

**2. Independent members of the Board of Directors must have the following standards and conditions:**

- a) Not working for the company or did not work for the company within the last 03 years or longer.
- b) Not being a person receiving salary or remuneration from the company, except for allowances to which members of the Board of Directors are entitled as per regulations.
- c) His/her spouse, biological parents, adoptive parents, biological children, adopted children and siblings are not major shareholders of the company, executives of the company.
- d) not directly or indirectly holding 1% of the company's voting shares or more.
- e) not hold the position of member of the Board of Directors or the Board of Supervisors of the company within the last 05 years or longer unless it was designated in 02 consecutive terms.

**IV. STANDARDS OF CANDIDATE FOR BOS's MEMBERS**

Pursuant to Article 169 of the 2020 Enterprise Law and Article 37 of the Company Charter, members of the Board of Supervisors must have the following standards and conditions:

- a) Have full civil act capacity and not be prohibited from establishing and managing enterprises according to the 2020 Enterprises Law.
- b) Their major is economics, finance, accounting, audit, law, business administration or a major that is relevant to the enterprise's business operation.
- c) not a relative of any of the members of the Board of Directors, Director and other executives.
- d) not the company's executive, is not necessarily a shareholder or employee of the company.
- e) not working in the accounting or finance department of the Company.
- f) Not a member of the audit team or employee of the independent audit firm that audited the Company's financial statements in the previous three (03) consecutive years.

**V. APPLICATION FOR CANDIDACY AND NOMINATION**

**1. Application for candidacy and nomination include:**

- Application for nomination and candidacy (*according to form No. 07 or form No. 08 of the Organizing Committee*).

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- Curriculum Vitae self-declared by the candidate (*according to form No. 09 of the Organizing Committee*).

- Private information of Board of Directors/Board of Supervisors members (*used to publish information 24 hours after the end of the AGM - according to form No. 10 of the Organizing Committee*).

- A copy of ID card/Passport (if overseas Vietnamese or foreigner) and degrees, diplomas and certificates certifying educational and professional qualifications.

**Note:** All candidacy and nomination application forms are available on the Company's website: <https://baobibimson.vn/quan-he-co-dong>

## **2. Deadline:**

Nomination and candidacy documents should be sent to the AGM Organizing Committee before 4:00 p.m. on 20 April 2025 at the following address:

**Vicem Bim Son Packaging Joint Stock Company**

**Lam Son Ward, Bim Son Town, Thanh Hoa Province**

(Recipient: Ms. Le Thi Nhung - Person in charge of administration and Secretary, phone number 0988.567.625)

The Organizing Committee will collect a list of eligible individuals to be nominated and included in the official election list at the 2025 AGM.

### **Recipient**

- As above
- The company website
- Archived

**FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
Chairwoman**



**Nguyen Thi Kim Chi**

