GELEX GROUP
GELEX
No.17/2026/GELEX/TB-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 04, 2026

NOTICE

Regarding the Election Members to the Board of Directors for the term 2026-2031

Respectfully submitted to: Shareholders of GELEX Group Joint Stock Company

The Board of Directors of GELEX Group Joint Stock Company ("**BOD**") hereby respectfully informs shareholders regarding the nomination and candidacy process for election members of the BOD for the term 2026-2031. This election will occur at the 2026 Annual General Meeting of Shareholders scheduled for April 01, 2026 of GELEX Group Joint Stock Company ("**GELEX**"/the "**Company**") as follows:

1. Reasons for electing members of the BOD for the 2026-2031 term

The current term of the Board of Directors is 2021–2026. Pursuant to Article 26.1 of the Charter on Organization and Operation of GELEX Group Joint Stock Company, in the event that all members of the Board of Directors concurrently complete their term of office, such members shall continue to serve as members of the Board of Directors until new members are elected to replace them and assume their duties.

Accordingly, based on the Company's governance needs, the prevailing laws and the Company's Charter, it is necessary for the 2026 Annual General Meeting of Shareholders to elect members of the Board of Directors for the new term of 2026–2031.

2. Number, Qualifications, and Procedures for Electing member of the BOD

2.1. Number of Additional Members: 05 (five) members.

2.2. Qualifications and Conditions for BOD Candidates:

BOD members shall meet the qualifications and conditions specified in Article 155 of the Law on Enterprises 2020, Article 275 of Decree 155/2020/ND-CP dated December 31, 2020, Clause 78, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025 and Clause 5, Article 26 of the Company's Charter.

2.3. Right to nominate and self-nominate for election of the BOD members

Pursuant to the provisions of the current Charter of the Company and Clause 5, Article 115 of the Law on Enterprises 2020, the rights to nominate and self-nominate for the election of the BOD members are as follows:

a. Nomination of members of the Board of Directors:

Shareholders holding ordinary shares have the right to combine the number of voting shares of each person together to make a Letter of Nomination to be sent to the Company to nominate candidates for the Board of Directors, specifically:

- Shareholders or groups of shareholders holding 10% of the total ordinary shares may nominate one (01) candidate;
- Shareholders or groups of shareholders holding more than 10% to less than 30% of the total voting shares may nominate up to two (02) candidates;
- Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares may nominate up to three (03) candidates;
- Shareholders or groups of shareholders holding from 40% to less than 50% of the total voting shares may nominate up to four (04) candidates;
- Shareholders or groups of shareholders holding 50% or more of the total voting shares may nominate a maximum of five (05) candidates or may nominate up to five (05) candidates or nominate a number equal to the required additional BOD members.

b. Candidacy for the BOD:

In the event of any conflict, inconsistency, or discrepancy between the English and the Vietnamese version, the Vietnamese version shall prevail.

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A candidate must be a shareholder holding at least 10% of the total voting shares and must meet the BOD membership qualifications. The candidate must submit a Candidacy Application to the Company for reporting to the General Meeting of Shareholders.

3. Nomination and Candidacy Procedures:

Shareholders or groups of shareholders meeting the above conditions must submit their nomination or candidacy dossiers either directly or via postal mail to the Company's headquarters before ***15:00 on March 18, 2026***, at the following address:

GELEX Group Joint Stock Company

24th Floor, GELEX Tower, No. 52 Le Dai Hanh Street, Hai Bà Trung Ward, Hanoi

Phone: 024 39726245/6 - Fax: (84.24) 3972 6282.

❖ ***Required Documents for Nomination and Candidacy:***

- Nomination/ Candidacy Application for the position of BOD member; Curriculum vitae declared by the nominees/candidates according to the Company's templates (these templates are posted on the Company's website at the https://gelex.vn/en/document-cat/general-meeting-of-shareholders);
- Certified copies: ID card/ Citizen ID/ Passport, academic qualifications, and professional certifications;
- Certified copy: Business Registration Certificate/ID card/ Citizen ID/ Passport of the nominating shareholder/group of shareholders;
- In case the nominees or candidates are the authorized representative of the shareholder(s), a valid Power of Attorney must be submitted, detailing the authorization including: authorization/permission to use the authorized number of shares to participate in the nomination or candidacy or to combine shares with other shareholders to participate in candidacy, nominate candidates for election for the BOD member position;
- Other relevant documents (if any).

❖ ***Principles for making dossiers:***

- All documents must be in Vietnamese;
- Translations from foreign languages into Vietnamese must be notarized or authenticated by the translator's signature in accordance with Vietnamese law;
- Copies of documents must be certified true copies from the original or notarized in accordance with Vietnamese law.

Nominees/candidates bear full legal responsibility for the accuracy and authenticity of their submitted documents before the law and the General Meeting of Shareholders.

4. Preparation of the Candidate List for reporting to the General Meeting of Shareholders

Nomination and Candidacy dossiers for BOD member submitted to the Company that do not include all required documents as specified above and/or are not submitted within the deadline shall be deemed invalid and shall not be included in the official list of eligible candidates for election.

If, by the nomination/candidacy deadline specified in Section 3, the number of nominees/candidates does not meet the required number of BOD members, the BOD shall have the right to introduce or nominate additional candidates as per the Company's internal governance regulations. The introduction or nomination of candidates for the BOD member must be publicly disclosed before the General Meeting of Shareholders proceeds with the election of BOD members in accordance with law.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN TẬP ĐOÀN GELEX
THÀNH PHỐ HÀ NỘI

Nguyen Trong Hien

Recipient:

- As mentioned above;

- Archived in office, BOD

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