



NOTICE

Re: Nomination and Self-Nomination of Members of the Board of Directors and Supervisory Board

Saigon General Service Joint Stock Company – Term V (2025-2030)

- Pursuant to Enterprise Law No. 59/2020/QH14 dated 17/06/2020 and its implementing regulations;
- Pursuant to Securities Law No. 54/2019/QH14 dated 26/11/2019 and its implementing regulations;
- Pursuant to the Charter of Saigon General Service Joint Stock Company (SAVICO), amended for the 15th time on 10/10/2025;
- Pursuant to the shareholder register as of the record date (15/04/2026) prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC).

The Board of Directors hereby announces to Shareholders the nomination and self-nomination of candidates for the Board of Directors and Supervisory Board for Term V (2025-2030) as follows:

1. Number of Board of Directors and Supervisory Board members:

The number of Board of Directors and Supervisory Board members shall be approved by the General Meeting of Shareholders in accordance with applicable law and to meet Savico's development needs, with a term commencing from the date of election until the end of Term V (2025-2030).

2. Standards and conditions for BOD members, Independent BOD members, and Supervisory Board members:

Board of Directors Members:

BOD members must fully satisfy the following standards and conditions:

- Have full civil legal capacity and do not fall within the class of persons prohibited from managing enterprises under applicable law;
- Are individual shareholders holding at least 05% of the total ordinary shares of the Company; or are individuals with professional qualifications, capability, and business management experience in the Company's principal business sectors; or are nominated by a shareholder or group of shareholders holding at least 05% of total voting shares;

Independent Board of Directors Members:

Independent BOD members must fully satisfy the following standards and conditions:

- Have full civil legal capacity and do not fall within the class of persons prohibited from managing enterprises under applicable law;
- Possess professional qualifications, experience, and knowledge of the Company's business operations; need not be a shareholder of the Company;
- Are not currently employed by the Company, its parent company, or its subsidiaries; and have not been employed by the Company, its parent company, or its subsidiaries for at least the preceding 03 consecutive years;
- Are not currently receiving salary or remuneration from the Company, except for the allowances BOD members are entitled to under applicable regulations;
- Are not the spouse, biological parent, adoptive parent, biological child, adopted child, biological sibling, or sister of a major shareholder of the Company, or of a manager of the Company or its subsidiaries;
- Do not directly or indirectly hold at least 01% of the total voting shares of the Company;

- Have not previously served as a BOD or Supervisory Board member of the Company for at least the preceding 05 consecutive years, except in the case of consecutive re-appointment for 02 terms.

Note: During the nomination and self-nomination process, Shareholders are requested to note the requirements regarding the number of independent BOD members as provided under Clause 4, Article 276 of Decree 155/2020/ND-CP.

Supervisory Board Member standards and conditions:

Supervisory Board members must satisfy the following standards and conditions:

- Have full civil legal capacity and do not fall within the class of persons prohibited from establishing and managing enterprises under the Enterprise Law;
- Hold a degree in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business operations;
- Are not a family relative of any BOD member, the Chief Executive Officer, or other managers of the Company;
- Are not a manager of the Company; need not be a shareholder or employee of the Company;
- Do not work in the accounting or finance department of the Company;
- Are not a member or staff of the independent audit firm that audited the Company's financial statements in the preceding 03 consecutive years.

3. Conditions for nomination and self-nomination of BOD members:

Nomination and self-nomination conditions for BOD members:

- Shareholders holding or representing at least 05% of the voting shares are entitled to self-nominate or nominate BOD members.
- Shareholders holding less than 05% of the voting shares may pool their votes to satisfy the nomination eligibility threshold.

Number of candidates that a Shareholder or group of Shareholders is entitled to nominate:

- Shareholders/groups holding from 05% to less than 10% of total voting shares: up to 01 (one) candidate;
- Shareholders/groups holding from 10% to less than 30% of total voting shares: up to 02 (two) candidates;
- Shareholders/groups holding from 30% to less than 40% of total voting shares: up to 03 (three) candidates;
- Shareholders/groups holding from 40% to less than 50% of total voting shares: up to 04 (four) candidates;
- Shareholders/groups holding 50% or more of total voting shares: up to 05 (five) candidates.

Nomination and self-nomination conditions for Supervisory Board members:

- Shareholders holding or representing at least 05% of the voting shares are entitled to self-nominate or nominate Supervisory Board members.
- Shareholders holding less than 05% of the voting shares may pool their votes to satisfy the nomination eligibility threshold.

Number of candidates that a Shareholder or group of Shareholders is entitled to nominate:

- Shareholders/groups holding from 05% to less than 10% of total voting shares: up to 01 (one) candidate;
- Shareholders/groups holding from 10% to less than 30% of total voting shares: up to 02 (two) candidates;
- Shareholders/groups holding from 30% to less than 40% of total voting shares: up to 03 (three) candidates;
- Shareholders/groups holding from 40% to less than 50% of total voting shares: up to 04 (four) candidates;
- Shareholders/groups holding 50% or more of total voting shares: up to 05 (five) candidates.

4. Voting method for BOD and Supervisory Board elections:

The election of BOD and Supervisory Board members shall be conducted by cumulative voting. Accordingly, each Shareholder shall have a number of votes equal to the number of ordinary shares held multiplied by the number of BOD or Supervisory Board members to be elected. Shareholders may cast all their votes for one or more candidates.

Elected BOD/Supervisory Board members shall be determined in descending order of votes received, starting from the candidate with the highest number of votes, until the required number of members is reached.

5. Documentation for nomination/self-nomination:

Shareholders/Groups of Shareholders participating in the nomination or self-nomination of BOD/Supervisory Board members must prepare the following documents:

- Nomination/Self-nomination Form (template available on the Company's website);
- Minutes of the group of Shareholders' meeting (template available on the Company's website);
- Candidate's curriculum vitae (template available on the Company's website);
- Valid notarized copy of: Citizen Identification Card / National ID Card / Passport of the candidate.

6. Review of nomination/self-nomination documentation:

Based on the nomination/self-nomination documentation submitted by eligible Shareholders/Groups of Shareholders as provided under Section (3), the Board of Directors shall review and compile the list of qualified candidates to proceed with the election procedures in accordance with applicable regulations.

7. Documentation submission deadline:

To ensure the election schedule, Shareholders are kindly requested to prepare, complete, and submit their nomination/self-nomination documentation to the Company no later than 16:00 on 30/05/2026 at the following address:

Mr. Huynh Van Truong – Corporate Governance Officer

SAIGON GENERAL SERVICE JOINT STOCK COMPANY

220 Bis Nguyen Huu Canh Street, Ward 22, Binh Thanh District, Ho Chi Minh City

Phone: 0967 813 919

Email: ir@savico.vn Website: www.savico.vn

Yours sincerely.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN
(Signed)
Ngo Duc Vu**