

No: /TTr-HĐQT.V

Ha Noi, April 18, 2025

NOTICE

REGARDING THE NOMINATION AND APPOINTMENT OF CANDIDATES FOR ELECTION TO REPLACE MEMBERS OF THE BOARD OF DIRECTORS

Kính gửi: Quý cổ đông Tổng công ty Chuyển phát nhanh Bưu Điện – Công ty cổ phần

Basis:

- The Enterprise Law No. 59/2020/QH14 issued on June 17, 2020, and Law No. 03/2022/QH15 dated January 11, 2022, which amends and supplements several articles of the Enterprise Law No. 59/2020/QH14;
- The Securities Law No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, which amends and supplements several articles of the Securities Law No. 54/2019/QH14;
- The Charter of the Postal Express Delivery Corporation - Joint Stock Company (hereinafter referred to as EMS Corporation); the internal regulations on the governance of EMS Corporation and the operational regulations of the Board of Directors of EMS Corporation.

Objective:

- Ensure the principles of transparency, fairness, and democracy;
- Facilitate the process of soliciting written opinions from shareholders and stabilize business operations;

The Board of Directors of EMS Corporation respectfully informs shareholders about the nomination and candidate selection for the election of replacements to the Board of Directors (BOD) of EMS Corporation in accordance with the provisions of the law and the Charter of EMS Corporation as follows:

I. Number of BOD members to be elected:

The number of BOD members to be elected as replacements is: 02 (two) members.

The term of the elected BOD members will be the remaining term of the BOD for the term V (2022 – 2027).

II. Standards and conditions for BOD membership

1. Standards and conditions for BOD membership

- a. Not falling under the subjects specified in Clause 2, Article 17 of the Enterprise Law;
- b. Possessing professional qualifications and experience in business management or in the field, industry, or business sector of EMS Corporation and not necessarily being a shareholder of EMS Corporation;

- c. Members of the BOD of EMS Corporation may simultaneously be members of the BOD of other companies, provided that members of the BOD of EMS Corporation may only be members of the BOD of a maximum of 05 other companies;
- d. BOD members must not be family members of the General Director and other managers of EMS Corporation; of the managers or those authorized to appoint managers of the parent company;

2. Structure of BOD members of EMS Corporation.

- a. The structure of the Board of Directors (BOD) of the EMS Corporation must ensure that at least 1/3 of the total number of BOD members are non-executive members. Non-executive BOD members are those who are not the General Director, Deputy General Director, or Chief Accountant..
- b. The Chairman of the BOD operates on a full-time basis and cannot concurrently hold the position of General Director.

III. Nominating and proposing candidates for the BOD

- 1. Shareholders or groups of shareholders holding 10% or more of the total common shares (based on the Shareholder List provided by the Vietnam Securities Depository and Clearing Corporation as of March 20, 2025, for obtaining shareholders' opinions in writing) have the right to nominate candidates for the BOD. Common shareholders can form groups to nominate candidates for the BOD.
- 2. The nomination of individuals for the position of BOD member is carried out as follows:
 - a) Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares are entitled to nominate one (01) BOD candidate.
 - b) Shareholders or groups of shareholders holding from 30% to less than 50% can nominate up to two (02) BOD candidates.
 - c) Shareholders or groups of shareholders holding from 50% to less than 70% can nominate up to three (03) BOD candidates.
 - d) Shareholders or groups of shareholders holding from 70% to less than 90% can nominate up to four (04) BOD candidates.
 - e) Shareholders or groups of shareholders holding 90% or more can nominate the full number of BOD candidates.
- 3. In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the remaining candidates will be nominated by the incumbent Board of Directors. Candidates nominated by the incumbent Board of Directors must fully meet the standards and conditions to be members of the Board of Directors as specified in the nomination notice.

IV. Application documents for candidacy and nomination of candidates for election to the Board of Directors

The application documents for candidacy and nomination of candidates for election to the Board of Directors include:

- Application form for candidacy/nomination of candidates for the Board of Directors (according to the template);
- 03 Information forms completed by the candidate (according to the template);
- Notarized copies: National ID card/ Citizen ID, Permanent residence registration (or Long-term temporary residence registration), Passport if a Vietnamese overseas or foreigner, and diplomas, certificates confirming educational qualifications and professional qualifications;
- Valid power of attorney for nomination (if a shareholder authorizes another person to nominate);

This nomination notice, the application form for candidacy/nomination of candidates for the Board of Directors, and the information form according to the template are posted on the website of the VNPost Express Joint Stock Corporation at the following address: <http://ems.com.vn>.

V. Selection of candidates

Based on the application documents for candidacy and nomination from shareholders, shareholder groups, the Board of Directors will compile a list of candidates for the Board of Directors who meet the conditions to carry out the election procedures as prescribed.

The written opinion poll for shareholders regarding the dismissal and replacement of members of the Board of Directors will be sent by a method that ensures delivery to the esteemed shareholders in accordance with legal regulations.

Respectfully proposed:

Shareholders or groups of shareholders wishing to nominate candidates for election to the Board of Directors must submit their application documents to the Company by 5:00 PM on April 17, 2025, at the following address:

Office of the General Company of VNPost Express Joint Stock Corporation

Address: 4th Floor, FLC Landmark Tower, Alley 5, Le Duc Tho Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam

Phone: 024.37574499

Sincerely./.

**CHANGE OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyễn Minh Đức

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

APPLICATION/ NOMINATION FORM
CANDIDATE FOR THE BOARD OF DIRECTORS
VNPOST EXPRESS JOINT STOCK CORPORAION

Kính gửi: Tổng Công ty Chuyển phát nhanh Bưu Điện - Công ty Cổ phần

We are shareholders/shareholder group currently holding shares, accounting for % of the total voting shares of the Postal Express Delivery Corporation - Joint Stock Company (EMS Corporation), with the detailed list as follows:

No.	Shareholder Name	ID Card/Passport/Business Registration Certificate (Number, Place of Issue, Date of Issue)	Permanent Address/Head Office	Owned Shares (*)	
				Quantity	Percentage %
Total					

(*): The number of owned shares is based on the Shareholder List of EMS Corporation as of March 20, 2025, for participation in the 2025 Annual General Meeting; The percentage is calculated based on the number of owned shares over the total number of voting shares of EMS Corporation.

By this document, I/we self-nominate/agree to nominate the individuals named below as candidates for election to the Board of Directors (BOD) of EMS Corporation. Candidate information:

No.	Candidate Name	D Card/Passport (Number, Place of Issue, Date of Issue)	Professional Qualification

We affirm that we meet the qualifications to be nominated as a candidate/self-nominate for the position of BOD member in accordance with the law, the Charter of EMS Corporation, and the Notice regarding the nomination of candidates for election to the BOD.

We request EMS Corporation to acknowledge the list of candidates for election to the BOD from the above-mentioned shareholder/shareholder group.

Thank you./.

....., April 2025
SHAREHOLDER/SHAREHOLDERS
(Sign and print full name, stamp (for organizations))