

Ho Chi Minh City, March 30, 2026

GUIDELINES

Re: Nomination and Self-nomination of Candidates for the Board of Directors and the Supervisory Board of Vietnam Tanker JSC for the 2026–2031 Term

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;

- The Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended by Law No. 56/2024/QH15 dated November 29, 2024, and guiding documents;

- Decree No. 155/2020/ND-CP dated December 31, 2020 guiding the implementation of the Law on Securities, as amended by Decree No. 245/2025/ND-CP dated September 11, 2025, and guiding documents;

- The Charter of Vietnam Tanker JSC;

- Internal regulations on corporate governance of Vietnam Tanker JSC;

- Operating regulations of the Board of Directors;

- Operating regulations of the Supervisory Board.

The Board of Directors of Vietnam Tanker JSC hereby notifies shareholders of the guidelines for nomination and self-nomination of candidates to the Board of Directors (“BOD”) and the Supervisory Board (“SB”) for the 2026–2031 term as follows:

I. Number, structure and term of the BOD and SB

1. Board of Directors

- Number of members: seven (07), in accordance with the Company’s Charter;

- Term: 05 years (2026–2031);

- Structure: At least two (02) non-executive members (not holding executive positions such as General Director, Deputy General Director, Chief Accountant, or other management roles) and at least two (02) independent members.

2. Supervisory Board

- Number of members: three (03), in accordance with the Company’s Charter;

- Term: 05 years (2026–2031).

II. Criteria and conditions for nomination/self-nomination of BOD members (2026–2031)

1. Criteria and conditions for members of the Board of Directors

Members of the Board of Directors must satisfy the criteria and conditions prescribed by applicable laws and the Company's Charter, including:

a) Having full legal capacity and not being subject to disqualification under Clause 2, Article 17 of the Law on Enterprises 2020;

b) Possessing professional qualifications and experience in business administration or in the Company's business lines, and not necessarily being a shareholder of the Company;

c) A member of the Board of Directors may concurrently serve as a member of the Board of Directors or Members' Council of other companies, but shall not concurrently hold such positions in more than five (05) other companies;

d) Not being a family member of the Director/General Director or other managers of the Company; or of managers or persons having authority to appoint managers of the parent company.

2. Criteria and conditions for independent members of the Board of Directors

Independent members of the Board of Directors must satisfy the criteria and conditions prescribed by applicable laws and the Company's Charter, including:

a) Not currently working for the Company, its parent company, or its subsidiaries; and not having been employed by the Company, its parent company, or its subsidiaries for at least three (03) consecutive years immediately preceding the appointment;

b) Not receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;

c) Not having a spouse, biological parent, adoptive parent, biological child, adopted child, or sibling who is a major shareholder of the Company, or a manager of the Company or its subsidiaries;

d) Not directly or indirectly owning one percent (1%) or more of the total voting shares of the Company;

e) Not having served as a member of the Board of Directors or the Supervisory Board of the Company within the preceding five (05) consecutive years, except in the case of continuous appointment for two (02) terms;

f) An independent member of the Board of Directors must notify the Board of Directors upon no longer meeting the required criteria and conditions and shall automatically cease to be an independent member from the date such criteria and conditions are no longer satisfied. The Board of Directors must report such case at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member within six (06) months from the date of receipt of such notification.

3. Nomination and self-nomination of members of the Board of Directors
(Pursuant to Clause 5, Article 115 of the Law on Enterprises 2020 and Article 27 of the Company's Charter)

Shareholders or groups of shareholders holding 5% or more of the total ordinary shares (as of the record date for the right to attend the General Meeting of Shareholders) shall have the right to nominate or self-nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders or groups of shareholders holding voting shares are entitled to nominate candidates as follows: From 5% to less than 10%: nominate one (01) candidate; From 10% to less than 30%: nominate up to two (02) candidates; From 30% to less than 50%: nominate up to three (03) candidates; From 50% to less than 65%: nominate up to four (04) candidates; From 65% or more: nominate the full number of candidates.

In the event that the number of candidates nominated and self-nominated for the Board of Directors remains insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, internal corporate governance regulations, and the operating regulations of the Board of Directors. Any additional candidates nominated by the incumbent Board of Directors must be clearly disclosed prior to the General Meeting of Shareholders conducting the election of Board members in accordance with applicable laws.

III. Criteria and conditions for nomination/self-nomination of Supervisory Board members for the 2026–2031 term

1. Criteria and conditions for members of the Supervisory Board *(Pursuant to Article 169 of the Law on Enterprises 2020 and Article 39 of the Company's Charter)*

a) Having full legal capacity and not being subject to disqualification under Clause 2, Article 17 of the Law on Enterprises 2020;

b) Having been trained in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or other fields relevant to the Company's business operations;

c) Not being a family member of any member of the Board of Directors, the General Director, or other managers of Vitaco and its parent company; nor of representatives of enterprise capital or state capital at the parent company or Vitaco;

d) Not being a manager of Vitaco; not necessarily being a shareholder or employee of the Company;

e) Not working in the accounting or finance departments of the Company;

f) Not being a member or employee of an audit firm approved to audit the Company's financial statements within the preceding three (03) consecutive years.

2. Nomination and self-nomination of Supervisory Board members *(Pursuant to Clause 5, Article 115 of the Law on Enterprises 2020 and Article 38 of the Company's Charter)*

a) Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates to the Supervisory Board. Shareholders or groups of shareholders holding voting shares are entitled to nominate candidates as follows: From 5% to less than 30%: nominate one (01) candidate; From 30% to less than 65%: nominate up to two (02) candidates; From 65% or more: nominate the full number of candidates.

b) In the event that the number of candidates nominated and self-nominated for the Supervisory Board remains insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the Company's Charter, internal corporate governance regulations, and the operating regulations of the Supervisory Board. Any additional candidates nominated by the incumbent Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders conducting the election of Supervisory Board members in accordance with applicable laws.

IV. Nomination and self-nomination dossiers

Shareholders or groups of shareholders meeting the ownership thresholds as prescribed above, when nominating or self-nominating candidates to the Board of Directors and/or the Supervisory Board, shall submit to the Company (either in person or by post) the following documents:

- Application for nomination/self-nomination of candidates to the Board of Directors/Supervisory Board for the 2026–2031 term (attached form) or an official nomination letter;
- Curriculum Vitae (attached form);
- Information disclosure form (attached form);
- Certified copy of ID card/Passport or other valid identification documents;
- Certified copies of degrees and professional certificates of the nominee;
- Minutes of the shareholders' group meeting (in case a group of shareholders aggregates voting shares to nominate candidates to the Board of Directors/Supervisory Board; the nomination document must bear full signatures of all shareholders in the group) (attached form).

V. Time and submission address for nomination/self-nomination dossiers

For the purpose of facilitating the organization and preparation of election materials, the Company kindly requests that eligible shareholders or groups of shareholders submit the nomination/self-nomination dossiers as specified in Section IV to the Company **no later than 16:00 on April 10, 2026**.

Contact information:

- General Department of the BOD of Vietnam Tanker JSC
- Address: 236/106/1A Dien Bien Phu Street, Gia Dinh Ward, Ho Chi Minh City.
- Tel: (028) 38400037 (Ms. Trang).
- Email: bantonghophdqt@viettanker.com.vn

Shareholders or groups of shareholders who fail to submit the original nomination/self-nomination dossiers as required in Section IV to the Company prior to the approval of the candidate list at the General Meeting of Shareholders shall be deemed non-compliant with the Law on Enterprises and the Company's Charter, and such nominations/self-nominations shall be invalid at the General Meeting.

Based on the nomination/self-nomination dossiers submitted by shareholders or groups of shareholders, together with the supporting documents of the candidates, the Board of Directors shall compile and approve the list of eligible candidates to be submitted to the General Meeting of Shareholders for election to the Board of Directors

and the Supervisory Board. In the event that, by 16:00 on April 10, 2026, the number of nominated/self-nominated candidates for the Board of Directors and the Supervisory Board is less than the required number of members to be elected, the remaining candidates shall be nominated by the incumbent Board of Directors and/or Supervisory Board or through nomination procedures in accordance with applicable laws and the Company's Charter.

**ON BEHALF OF THE BOD
CHAIRMAN**

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