



No.: 01/2026/TBNS-BIG

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Hanoi, February 25, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

The State Securities Commission

Based on:

- *Decision of the Board of Directors No. 01/2026/BIG/QĐ-HĐQT dated February 25, 2026.*

We would like to announce the change in personnel of Big Group Holdings Investment Joint Stock Company as follows:

In case of appointment:

1. Mr. Nguyễn Minh Khang

- Former position in the organization: none.
- Newly appointed position: Deputy General Director.
- Term: in accordance with the provisions of law.
- Effective date: 25/02/2026.

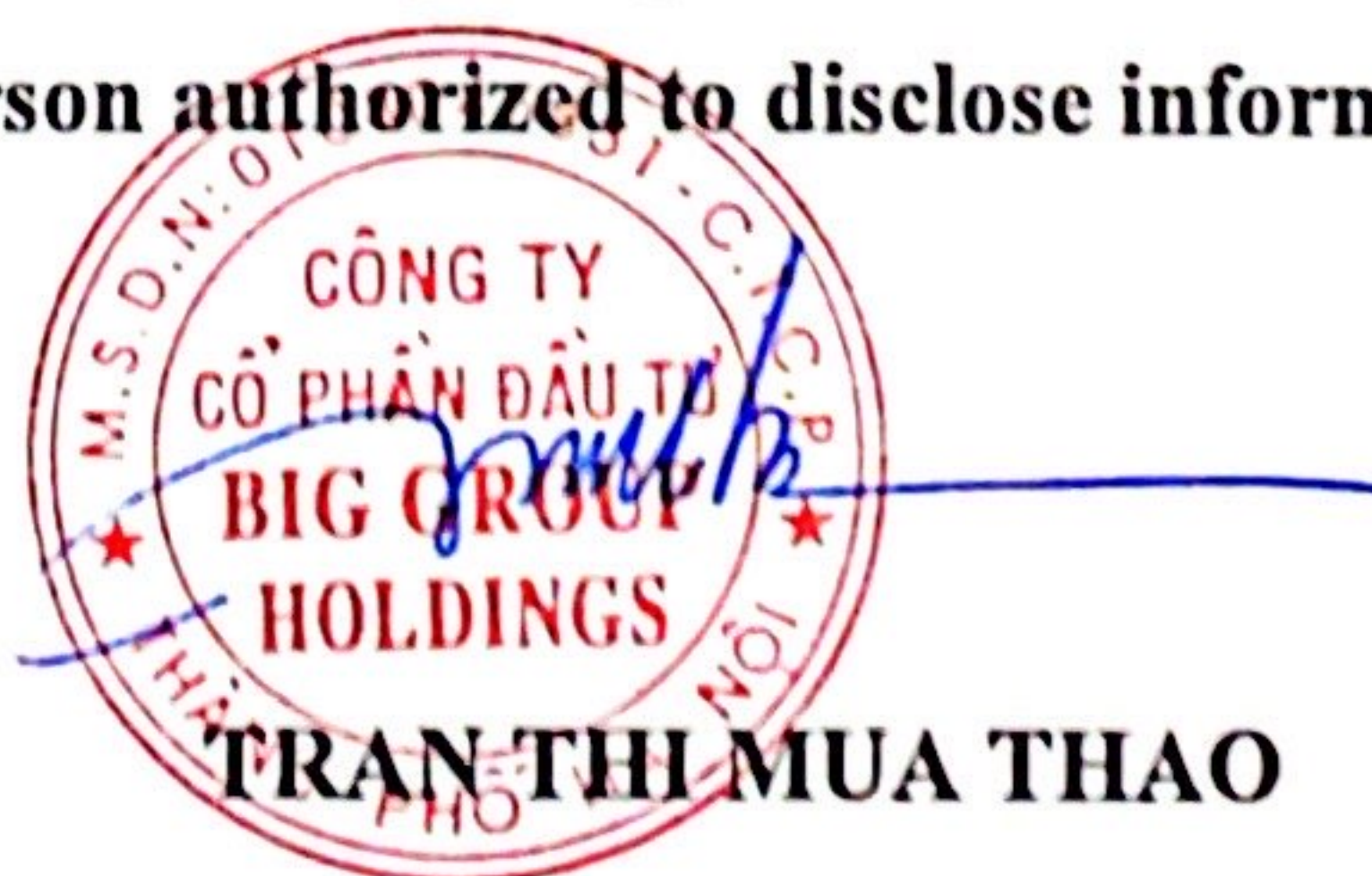
This information was published on the company's website on 25/02/2026 as in the link:
<https://biggroup.vn/>

Attached documents:

- *Decision of the Board of Directors No. 01/2026/BIG/QĐ-HĐQT dated February 25, 2026;*
- *Cirriculum Vitae.*

Legal representative/

Person authorized to disclose information





No: 01/2026/BIG/QĐ-HĐQT

Hanoi, February 25, 2026

DECISION

(Re: Appointment of the Company's Deputy General Director)

BOARD OF DIRECTORS

BIG GROUP HOLDINGS INVESTMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 68/2014/QH13 dated November 26, 2014 of the National Assembly and its guiding documents;
- Pursuant to the Charter of Big Group Holdings Investment Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 01/2026/BIG/BBH-HĐQT dated February 25, 2026;
- Pursuant to the functions and powers of the Company's Board of Directors;
- Based on the needs and capabilities of the parties.

DECISION

Điều 1. Appoint Mr. Nguyen Minh Khang to the position of Deputy General Director of Big Group Holdings Investment Joint Stock Company. Information about Mr. Nguyen Minh Khang is provided below:

Full name: Nguyễn Minh Khang

Date of birth: 12/02/1994

ID Card No.: 082094008431

Date of issue: 06/01/2022

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Quarter 1, Binh Xuan Ward, Dong Thap Province.

Điều 2. Mr. Nguyen Minh Khang shall perform the duties and exercise the powers of the Deputy General Director of Big Group Holdings Investment Joint Stock Company, specifically as follows:

- Together with the General Director, organize the implementation and execution of the business strategy, brand-building strategy, investment plans, investment projects, business plans, and resolutions approved by the Board of Directors;



- Execute the Company's day-to-day business operations in accordance with the orientation of the Board of Directors;
- Propose organizational structure and key personnel recruitment; decide on the recruitment, appointment, and dismissal of employees under his authority, except for positions under the authority of the Board of Directors. Decide on matters related to salaries and other benefits of the Company's employees;
- Coordinate activities within the Executive Board and among other departments and divisions of the Company;
- Perform external relations tasks with the Company's partners and clients;
- On behalf of the Board of Directors, supervise the activities of subordinate managerial positions;
- Report on business performance and management activities;
- Be directly responsible for his actions before the General Director, the Board of Directors, and before the law regarding the performance of assigned rights and duties;
- Perform other rights and duties as decided by the Board of Directors or as assigned by the Chairman of the Board of Directors and the General Director.

Mr. Nguyen Minh Khang is responsible for performing the duties of the Deputy General Director in accordance with the law, the Charter of Big Group Holdings Investment Joint Stock Company, and his Labor Contract, and shall be accountable to the General Director, the Board of Directors, and before the law for the exercise of the rights and obligations assigned to him.

Điều 3. Mr. Nguyen Minh Khang's remuneration, salary, allowances, and other benefits shall be applied in accordance with his Labor Contract and the Company's prevailing regulations.

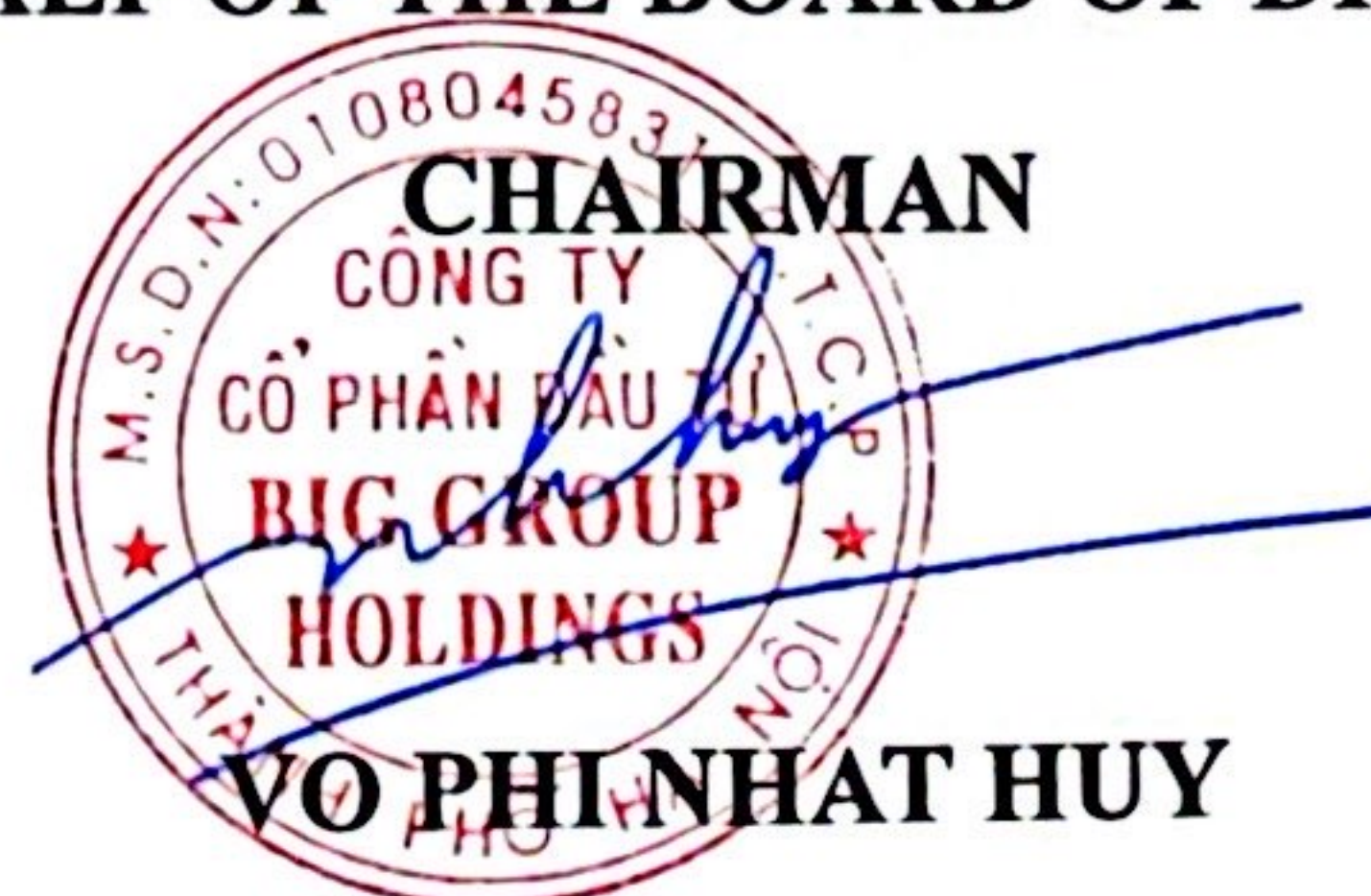
Điều 4. The shareholders, members of the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, the Executive Board, other managers, employees of the Company, relevant individuals, and Mr. Nguyen Minh Khang shall be responsible for implementing this Decision.

Điều 5. This Decision takes effect from the date of signing./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- *As per Article 4;*
- *Archived.*



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, February 25, 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- Hanoi Stock Exchange.

1/ Full name: Nguyễn Minh Khang

2/ Sex: Male

3/ Date of birth: 12/02/1994

4/ Place of birth: Binh Xuan Ward, Dong Thap Province

5/ ID card No: 082094008431

Date of issue: 06/01/2022

Place of issue: Police Department for Administrative Management of Social Order

6/ Nationality: Vietnam

7/ Ethnic: Kinh

8/ Permanent residence: Quarter 1, Binh Xuan Ward, Dong Thap Province

9/ Telephone number:

10/ Email:

11/ Organisation's name subject to information disclosure rules: BIG GROUP HOLDINGS INVESTMENT
JOINT STOCK COMPANY

12/ Current position in an organization subject to information disclosure: Deputy General Director

13/ Positions in other companies: None

14/ Number of owning shares: 0 shares accounting for 0% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organisation): 0 share.

+ Owning by Individual: 0 share.

15/ Other owning commitments (if any): None

16/ List of affiliated persons of declarant:

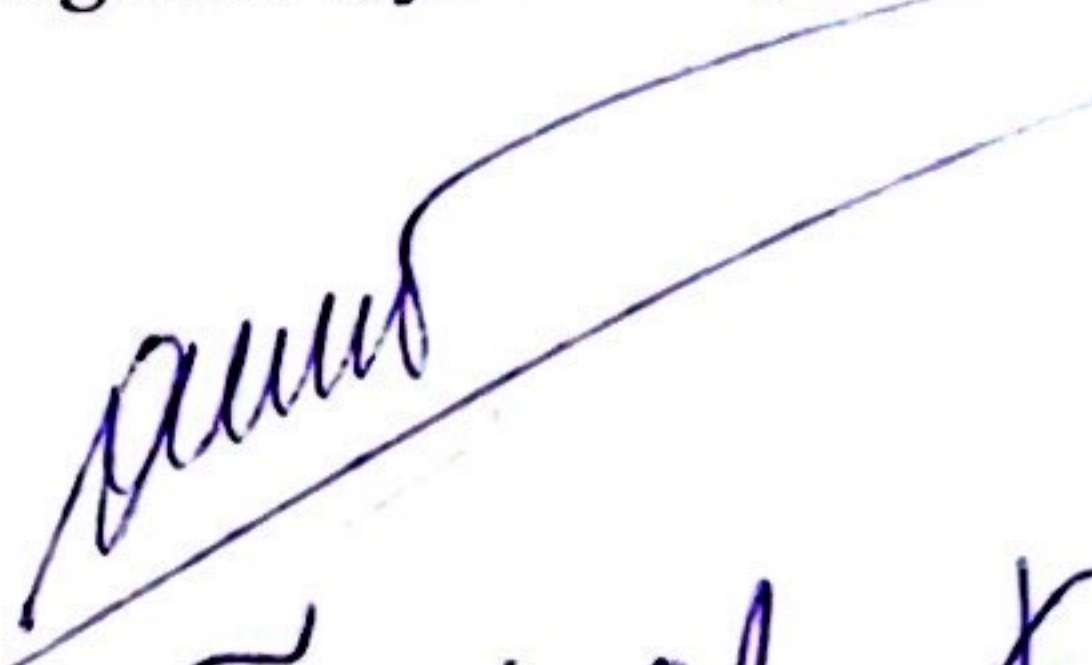
No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents(ID/Passport/ Business Registration Certificate)	No.	Date of issue	Place of issue	Address/ Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons	Notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	BIG	Nguyễn Minh Khang		Deputy General Director		ID Card					0	0	25/02/2026		Appointed under the Board of Directors' Resolution No. 01/2026/BIG/QĐ-HDQT	
1.01	BIG	Nguyễn Văn Hải			Father	ID Card					0	0	25/02/2026			
1.02	BIG	Trần Thị Dũng			Mother	ID Card					0	0	25/02/2026			
1.03	BIG	Nguyễn Minh Quang			Brother	ID Card					0	0	25/02/2026			
1.04	BIG	Nguyễn Thị Ngọc Đăng			Sister	ID Card					0	0	25/02/2026			

17/ Related interest with public company, public fund (if any): None

18/ Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)


Nguyễn Minh Khang