

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

Kính gửi/To: - Ủy Ban Chứng khoán Nhà nước
- *State Securities Commission of Vietnam*
- Sở Giao dịch Chứng khoán Việt Nam/Sở Giao dịch Chứng
khoán TP HCM/Sở Giao dịch Chứng khoán Hà Nội
- *Vietnam Exchange/Ho Chi Minh Stock Exchange/Hanoi
Stock Exchange*

Căn cứ theo Quyết định của Hội đồng quản trị số 468/QĐ-BSC ngày 12/08/2026 và Quyết định của Hội đồng quản trị số 469/QĐ-BSC ngày 12/08/2026 của Công ty Cổ phần Chứng khoán BIDV, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty cổ phần Chứng khoán BIDV như sau:

Pursuant to the Decision of the Board of Directors no 468/QĐ-BSC date 12/08/2026 and Decision of the Board of Directors no 469/QĐ-BSC date 12/08/2026 of BIDV Securities Joint Stock Company, we would like to announce the change in personnel of BIDV Securities Joint Stock Company as follows:

A. Trường hợp bổ nhiệm/In case of appointment:

• Ông/Mr: Xuân Quang Toàn

- Chức vụ trước khi bổ nhiệm/ *Former position in the organization:* Trưởng phòng Hành chính Nhân sự/ *Head of Human Resources & Administration.*
- Chức vụ được bổ nhiệm/*appointed position:* Giao phụ trách Văn phòng Hội đồng quản trị và kiêm nhiệm vị trí Người phụ trách quản trị công ty/ *Assigned to take charge of the Office of the Board of Directors and concurrently serve as Corporate Governance Officer.*
- Thời hạn bổ nhiệm/*Term:* Từ ngày bắt đầu có hiệu lực đến khi có quyết định khác/ *From the effective date until another decision issued*
- Ngày bắt đầu có hiệu lực/*Effective date:* 15/08/2026.

B. Trường hợp miễn nhiệm/từ nhiệm/*In case of dismissal/resignation*

• **Ông/Mr: Phùng Minh Sơn**

- Chức vụ trước khi miễn nhiệm/*Former position in the organization*: Chánh Văn phòng Hội đồng quản trị kiêm vị trí Người phụ trách quản trị công ty / *Head of BOD Office & Corporate Governance Officer*.
- Không còn đảm nhận chức vụ/*Dismissed position*: Người phụ trách quản trị công ty/*Corporate Governance Officer*.
- Sau khi miễn nhiệm, Ông Phùng Minh Sơn không còn là người nội bộ của Công ty/ *After the dismissal, Mr Phùng Minh Sơn is no longer an internal person of the company*.
- Lý do miễn nhiệm (nếu có)/*Reason (if any)*: Được điều động và bổ nhiệm vị trí Giám đốc khối Công nghệ thông tin/ *Transferred and appointed as Head of Information Technology Division*.
- Ngày bắt đầu có hiệu lực/*Effective date*: 15/08/2026

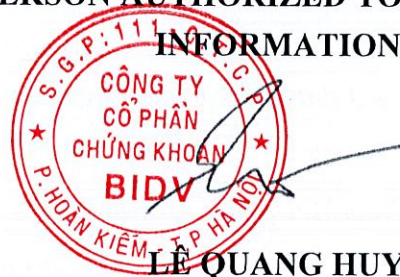
Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 13/08/2026 tại đường dẫn: <https://www.bsc.com.vn/quan-he-co-dong>

This information was published on the company's website on 13/08/2026, as in the link: <https://www.bsc.com.vn/quan-he-co-dong>

Tài liệu đính kèm/*Attached documents*:

- Các văn bản liên quan đến nội dung thông tin công bố/*Documents related to the content of disclosure*.

**NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
PERSON AUTHORIZED TO DISCLOSE
INFORMATION**



LÊ QUANG HUY

No. 468/QD-BSC

Hanoi, August 12, 2026

DECISION**Re: Assign to be in charge of the BOD Office and concurrently
serve as Corporate Governance Officer****BOARD OF DIRECTORS OF BIDV SECURITIES JOINT STOCK COMPANY***Pursuant to Enterprise Law No. 59/2020/QH14 dated July 17, 2020;**Pursuant to Law on Securities No. 54/2019/QH14 dated December 26, 2019;**Pursuant to Charter of BIDV Securities Joint Stock Company;**Pursuant to Decision No. 162/QD-BSC dated February 27, 2026 of the Board of Directors of BSC on the Promulgation of Regulations on Decentralization and Authorization of the Board of Directors to the Chairman of the BOD/General Director of BSC;**Pursuant to the Regulations on Planning, Appointment, Re-appointment, Transfer, and Management of Managerial Personnel issued under Decision No. 232/QD-BSC dated April 3, 2026;**Pursuant to Minutes of Opinion Summary No. 90/BBTHYK-HDQT dated August 12, 2026 of the Board of Directors of BIDV Securities Joint Stock Company;**At the proposal of the General Director.***DECIDES:****Article 1.** Assign to be in charge of the BOD Office and concurrently serve as Corporate Governance Officer to **Mr. Xuan Quang Toan – Head of Head Office Human Resources & Administration from August 15, 2026.****Article 2. Responsibilities and benefits of Mr. Xuan Quang Toan**

- Responsible for taking charge of and managing the operations of the Office of the BOD and reporting directly to the BOD in accordance with regulations on decentralization and authorization;

- Entitled to salary, concurrent allowance and other benefits (if any) pursuant to the Company's regulations.

Article 3. This Decision takes effect from August 15, 2026**Article 4.** The Board of Directors, Supervisory Board, Executive Board, Office of the BOD, Head Office Human Resources & Administration Department, **Mr. Xuan Quang Toan**, and relevant departments and individuals are responsible for implementing this Decision.**Recipients:**

- Board of Directors;
- Supervisory Board;
- Executive Board;
- HR & Admin Department;
- Archives at General Archives,
Office of the BOD

O/B BOARD OF DIRECTORS**CHAIRMAN****Ngo Van Dung**

No. 469/QD-BSC

Hanoi, August 12, 2026

DECISION**Re: Dismissal of Corporate Governance Officer****BOARD OF DIRECTORS OF BIDV SECURITIES JOINT STOCK COMPANY***Pursuant to Enterprise Law No. 59/2020/QH14 dated July 17, 2020;**Pursuant to Law on Securities No. 54/2019/QH14 dated December 26, 2019;**Pursuant to Charter of BIDV Securities Joint Stock Company;**Pursuant to Decision No. 162/QD-BSC dated February 27, 2026 of the Board of Directors of BSC on the Promulgation of Regulations on Decentralization and Authorization of the Board of Directors to the Chairman of the BOD/General Director of BSC;**Pursuant to the Regulations on Planning, Appointment, Re-appointment, Transfer, and Management of Managerial Personnel issued under Decision No. 232/QD-BSC dated April 3, 2026;**Pursuant to Minutes of Opinion Summary No. 90/BBTHYK-HDQT dated August 12, 2026 of the Board of Directors of BIDV Securities Joint Stock Company;**At the proposal of the General Director.***DECIDES:**

Article 1. Dismiss **Mr. Phung Minh Son - Head of the BOD Office** - from the position of Corporate Governance Officer as of August 15, 2026, to take up new duties as assigned by the Board of Directors

Article 2. This Decision takes effect from August 15, 2026

Article 3. The Board of Directors, Supervisory Board, Executive Board, Office of the BOD, Head Office Human Resources & Administration Department, Mr. Phung Minh Son, and relevant departments and individuals are responsible for implementing this Decision.

Recipients:

- Board of Directors;
- Supervisory Board;
- Executive Board;
- HR & Admin Department;
- Archives at General Archives,
Office of the BOD

O/B BOARD OF DIRECTORS**CHAIRMAN****Ngo Van Dung**