

NOTICE OF CHANGE IN PERSONNEL

Attention:

- Ministry of Finance;
- State Bank of Vietnam;
- State Securities Commission;
- Vietnam Stock Exchange;
- Ho Chi Minh City Stock Exchange;
- Hanoi Stock Exchange.

Pursuant to Resolution No. 538/NQ-VCB-HDQT dated October 13, 2026, of the Board of Directors of the JSC Bank for Foreign Trade of Vietnam (VCB) on the approval of the VCB Deputy CEO's request for early retirement, we respectfully announce the change in personnel of VCB as follows:

1. In case of dismissal:

- **Mr Nguyen Van Tuan**
- Former position in the organization: Deputy CEO;
- Dismissed position: Deputy CEO;
- Current position: None/ After the dismissal, Mr Nguyen Van Tuan is no longer an internal person of the company;
- Reason: Early retirement at his own request;
- Effective date: 01/11/2026.

2. In case of appointment: Not applicable

This information will be posted on VCB's website from October 14, 2026 at the link: <https://vietcombank.com.vn/en/Nha-dau-tu>

We hereby certify the truthfulness of the information stated above and take the full responsibility before the law for the disclosed information./.

Recipients:

- As recipients;
- BOD, BOM (for notice);
- Archive: VT, CL&TKHDQT.

Attachments:

- Resolution No. 538/NQ-VCB-HDQT.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD**



Nguyen Thanh Tung

**JSC BANK FOR
FOREIGN TRADE OF VIETNAM**



No. 538/NQ-VCB-HDQT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ha Noi, October 13, 2026

RESOLUTION

Regarding the approval of the early retirement request of a VCB Deputy CEO

BOARD OF DIRECTORS OF JSC BANK FOR FOREIGN TRADE OF VIETNAM

Pursuant to the Charter on the Organization and Operation of the JSC Bank for Foreign Trade of Vietnam (VCB) approved by the 2026 Annual General Meeting of Shareholders under Resolution No. 19/TN2026/NQ-DHDCD dated April 24, 2026;

Pursuant to the Regulation on the Organization and Operation of the Board of Directors (BOD) of VCB issued together with Decision No. 868/QD-VCB-HDQT dated May 19, 2026;

Pursuant to the Labor Code No. 45/2019/QH14 dated November 20, 2019, and its implementing regulations;

Pursuant to the Law on Social Insurance No. 41/2024/QH15 dated June 29, 2024;

Pursuant to the Regulation on Salary Payment within the VCB System, issued together with Decision No. 2868/QD-VCB-TCCB dated September 15, 2026, of the Board of Directors, and other relevant documents;

Pursuant to Decision No. 2283/QD-VCB-CS&KHNS dated July 2, 2025, on the issuance of the support policy for employees who voluntarily retire early, voluntarily terminate their employment contracts, or are subject to the regulations on workforce restructuring within the VCB system;

Pursuant to Official Letter No. 9001/NHNN-TCNS dated September 30, 2026, of the State Bank of Vietnam (SBV) regarding the request for early retirement submitted by a Deputy CEO;

Having considered the Proposal dated October 7, 2026, submitted by the Human Resources Department;

Based on the consensus of the BOD members as recorded in the Minutes of



Meeting No. 43H/BB-VCB.HĐQT dated October 13, 2026.

HEREBY DECIDES:

Article 1. To approve the early retirement of Mr. Nguyen Van Tuan, Deputy Chief Executive Officer of VCB, at his own request, effective November 1, 2026.

Article 2. Mr. Nguyen Van Tuan shall be entitled to benefits and policies in accordance with VCB's regulations and applicable laws.

Article 3. Assign the BOD member - CEO to direct the implementation of the above approved content to ensure compliance with current legal regulations and internal regulations of VCB./.

Recipients:

- BOD, BOM;
- Supervisory Board, Chief Accountant;
- TC&NS, KToNB;
- Archive: CL&TKHDQT, VT.

**ON BEHALF OF THE BOD
CHAIRMAN**

(signed and sealed)

Nguyen Thanh Tung

(This English translation is for reference purpose only)

