

**BIG INVESTMENT GROUP
JOINT STOCK COMPANY**



No.: 18/2026/TBNS-BIG

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

-----o0o-----

Hanoi, May 28, 2026

Change In Personnel

To: Hanoi Stock Exchange

The State Securities Commission

Based on:

- *Decision of the Board of Directors No. 05/2026/BIG/QĐ-HĐQT dated May 27, 2026.*
- *Decision of the Board of Directors No. 06/2026/BIG/QĐ-HĐQT dated May 27, 2026;*
- *Decision of the Board of Directors No. 07/2026/BIG/QĐ-HĐQT dated May 27, 2026.*

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

In case of appointment:

1. Mr. Kieu Van Khoa

- Position held prior to appointment: Vice Chairman of the Board of Directors for the 2024-2029 term.
- Newly appointed position: Chairman of the Board of Directors for the 2024-2029 term, Legal Representative (pursuant to the Company's Charter, the Chairman of the BOD shall serve as the Legal Representative).
- Term of appointment: From May 27, 2026, until further decision of the Company.
- Effective date: May 27, 2026.

2. Mr. Vo Phi Nhat Huy

- Position held prior to appointment: Chairman of the Board of Directors for the 2024-2029 term, Legal Representative (pursuant to the Company's Charter, the Chairman of the BOD shall serve as the Legal Representative).
- Newly appointed position: Vice Chairman of the Board of Directors for the 2024-2029 term, Chief Executive Officer (General Director) for the 2025-2030 term.
- Term of appointment: From May 27, 2026, until further decision of the Company.
- Effective date: May 27, 2026.

3. Ms. Tran Thi Mua Thao

- Position held prior to appointment: Member of the Board of Directors for the 2024-2029 term, Chief Executive Officer (General Director) for the 2025-2030 term, Person Authorized to Disclose Information, Person in Charge of Corporate Governance.



- Newly appointed position: Deputy Chief Executive Officer (Deputy General Director) in charge of Commercial Affairs.
- Term of appointment: From May 27, 2026, until further decision of the Company.
- Effective date: May 27, 2026.

In case of dismissal:

1. Mr. Kieu Van Khoa

- Position held prior to dismissal: Vice Chairman of the Board of Directors for the 2024-2029 term.
- Positions no longer held: Vice Chairman of the Board of Directors for the 2024-2029 term.
- Positions retained: Chairman of the Board of Directors for the 2024-2029 term, Legal Representative (pursuant to the Company's Charter, the Chairman of the BOD shall serve as the Legal Representative).
- Reason for dismissal: Pursuant to the Board of Directors Resolution No. 05/2026/BIG/QĐ-HĐQT dated May 27, 2026.
- Effective date: May 27, 2026.

2. Mr. Vo Phi Nhat Huy

- Position held prior to dismissal: Chairman of the Board of Directors for the 2024-2029 term, Legal Representative (pursuant to the Company's Charter, the Chairman of the BOD shall serve as the Legal Representative).
- Positions no longer held: Chairman of the Board of Directors for the 2024-2029 term, Legal Representative (pursuant to the Company's Charter, the Chairman of the BOD shall serve as the Legal Representative).
- Positions retained: Vice Chairman of the Board of Directors for the 2024-2029 term, Chief Executive Officer (General Director) for the 2025-2030 term.
- Reason for dismissal: Pursuant to the Board of Directors Resolution No. 06/2026/BIG/QĐ-HĐQT dated May 27, 2026.
- Effective date: May 27, 2026.

3. Ms. Tran Thi Mua Thao

- Position held prior to dismissal: Member of the Board of Directors for the 2024-2029 term, Chief Executive Officer (General Director) for the 2025-2030 term, Person Authorized to Disclose Information, Person in Charge of Corporate Governance.
- Position(s) no longer held: Chief Executive Officer (General Director) for the 2025-2030 term.
- Position(s) retained: Member of the Board of Directors for the 2024-2029 term, Person Authorized to Disclose Information, Person in Charge of Corporate Governance, Deputy Chief Executive Officer (Deputy General Director) in charge of Commercial Affairs.
- Reason for dismissal: Pursuant to the Board of Directors Resolution No. 07/2026/BIG/QĐ-HĐQT dated May 27, 2026.
- Effective date: May 27, 2026.

This information was published on the company's website on 28/05/2026 as in the link:
<https://biggroup.vn/>

Attached documents:

- Decision of the Board of Directors No. 05/2026/BIG/QĐ-HĐQT dated May 27, 2026.
- Decision of the Board of Directors No. 06/2026/BIG/QĐ-HĐQT dated May 27, 2026;
- Decision of the Board of Directors No. 07/2026/BIG/QĐ-HĐQT dated May 27, 2026.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION**



TRAN THI MUA THAO





DECISION

Re: Dismissal of the Vice Chairperson of the Board of Directors, Election of the Chairperson of the Board of Directors, and Change of the Legal Representative of the Company

THE BOARD OF DIRECTORS

BIG INVESTMENT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending, supplementing documents, and guiding implementation decrees;
- Pursuant to the current Charter of Big Investment Group Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 17/2026/BBH/BIG-HĐQT dated May 27, 2026.

RESOLVED:

Article 1: To approve the dismissal of Mr. **Kieu Van Khoa** from the position of Vice Chairperson of the Board of Directors of the Company, effective from the date of issuance of this Decision.

Article 2: To approve the election of Mr. **Kieu Van Khoa** to hold the position of **Chairperson of the Board of Directors of Big Investment Group Joint Stock Company** for the remainder of the 2024–2029 term.

Term of office: Until the expiration of the current tenure or until the Board of Directors elects another replacing person.

Mr. **Kieu Van Khoa** shall exercise the rights and fulfill the obligations of the Chairperson of the Board of Directors in accordance with the provisions of law, the Company's Charter, and the delegation of authority by the Board of Directors.

Mr. **Kieu Van Khoa** is entitled to remuneration and allowances suitable for the position of Chairperson of the Board of Directors as determined by the General Meeting of Shareholders.

Article 3: To approve the change of the Legal Representative of the Company.

Pursuant to Article 3 of the current Charter of the Company, the Chairperson of the Board of Directors shall act as the Legal Representative. The information of the new Legal Representative is as follows:

Legal Representative:



Mr. **KIEU VAN KHOA**

Gender: Male

Title: Chairperson of the Board of Directors

Date of birth: April 02, 1962

Personal Identification Number: 001062001851

Contact address: No. 64 Zone B, Residential Group No. 2, Dong Ngac Ward, Hanoi City.

The Chairperson of the Board of Directors and the Legal Representative of the Company are assigned to carry out the necessary procedures to register the change of the legal representative in accordance with the current provisions of law.

Article 4: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Audit Committee, the Board of General Directors, and relevant departments and individuals shall be responsible for the implementation of this Resolution.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As per Article 4;

- Archived.



CHAIRMAN

KIEU VAN KHOA





DECISION

Re: Dismissal of the Chairperson of the Board of Directors, Election of the Vice Chairperson of the Board of Directors, and Appointment of the General Director of the Company

THE BOARD OF DIRECTORS BIG INVESTMENT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending, supplementing documents, and guiding implementation decrees;
- Pursuant to the current Charter of Big Investment Group Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 17/2026/BBH/BIG-HĐQT dated May 27, 2026;
- Pursuant to the functions, duties, and authorities of the Board of Directors of the Company;
- Pursuant to the practical needs and capabilities of the parties involved.

RESOLVED:

Article 1: To approve the dismissal of Mr. **Vo Phi Nhat Huy** from the position of Chairperson of the Board of Directors for the remainder of the 2024-2029 term, effective from the date of issuance of this Decision.

Article 2: To approve the election of Mr. **Vo Phi Nhat Huy** to hold the position of Vice Chairperson of the Board of Directors of the Company, effective from the date of signing this Decision. The term of office shall commence from the date of signing until the expiration of the current tenure or until another replacing Decision is issued.

Mr. **Vo Phi Nhat Huy** shall exercise the rights and fulfill the obligations of the Vice Chairperson of the Board of Directors in accordance with the provisions of law, the Company's Charter, and the delegation of authority by the Board of Directors.

Article 3: To approve the appointment of Mr. **Vo Phi Nhat Huy** to hold the position of General Director of the Company for the 2025-2030 tenure, effective from the date of signing this Decision. The term of office shall commence from the date of signing until the expiration of the tenure or until another replacing Decision is issued.

Mr. **Vo Phi Nhat Huy** shall exercise the rights and fulfill the obligations of the General Director of the Company in accordance with the provisions of law, the Company's Charter, and the delegation of authority by the Board of Directors.

Article 5: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Audit Committee, the Board of General Directors, and relevant departments and individuals shall be responsible for the implementation of this Resolution.



Recipients:

- As per Article 4;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



KIEU VAN KHOA





DECISION

Re: Dismissal of the General Director and Appointment of the Deputy General Director in charge of Commercial Affairs.

THE BOARD OF DIRECTORS BIG INVESTMENT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending, supplementing documents, and guiding implementation decrees;
- Pursuant to the Big Investment Group Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 17/2026/BBH/BIG-HĐQT dated May 27, 2026;
- Pursuant to the functions, duties, and authorities of the Board of Directors of the Company;
- Pursuant to the practical needs and capabilities of the parties involved.

RESOLVED:

Article 1: To approve the dismissal of Ms. **Tran Thi Mua Thao** from the position of General Director of the Company, effective from the date of signing this Decision.

Article 2: To approve the appointment of Ms. **Tran Thi Mua Thao** to hold the position of Deputy General Director in charge of Commercial Affairs of the Company, effective from the date of signing this Decision. The term of office shall commence from the date of signing until the expiration of the current tenure or until another replacing Decision is issued.

Ms. **Tran Thi Mua Thao** shall exercise the rights and fulfill the obligations of the Deputy General Director in charge of Commercial Affairs in accordance with the provisions of law, the Company's Charter, and the delegation of authority by the Board of Directors.

Article 3: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Audit Committee, the Board of General Directors, and relevant departments and individuals shall be responsible for the implementation of this Resolution./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As per Article 3;
- Archived.

