

No: 81/26/BVBank/NQ-HDQT

Ho Chi Minh City, June 25, 2026

RESOLUTION

On Promulgation of the Regulations on the Viet Capital Commercial Joint Stock Bank's 2026 Employee Stock Ownership Plan (ESOP)

BOARD OF DIRECTORS OF VIET CAPITAL COMMERCIAL JOINT STOCK BANK

- Pursuant to the Law on Credit Institution currently in force;
- Pursuant to the Charter of Viet Capital Commercial Joint Stock Bank;
- In consideration of Proposal No. 264/26/BVBank/TTr-NS dated June 25, 2026 on the promulgation of the Regulations on the Viet Capital Commercial Joint Stock Bank's 2026 Employee Stock Ownership Plan (ESOP)";
- Pursuant to the Vote Counting Minutes of Board of Directors No. 06/06/26/BBKP dated June 25, 2026 regarding the approval of Opinion Poll No. 06/06/26/PLYK-HDQT dated June 25, 2026;

RESOLUTION

Article 1. Approving the attached “**Regulations on the Viet Capital Commercial Joint Stock Bank's 2026 Employee Stock Ownership Plan (ESOP)**”.

Article 2. Approving the attached “**List of Employees Eligible to Participate in the 2026 Employee Stock Ownership Plan (ESOP)**” .

Article 3. This Resolution shall take effect from June 25, 2026.

Article 4. Assigning the Human Resources Department to act as the focal point for receiving subscriptions and registering share purchases from employees in accordance with the approved list; assigning the Office of BOD to carry out procedures with competent state authorities in accordance with applicable regulations.

Article 5. This Resolution shall apply throughout Viet Capital Commercial Joint Stock Bank's system. The General Director, relevant departments, and related individuals of the Viet Capital Commercial Joint Stock Bank shall be responsible for the implementation of this Resolution.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- BOD, SB (for informantion);
- As stated in Article 5 (for implementation);
- Filed at the Office of BOD.

(Signed)

LE ANH TAI