Ký bởi: CÔNG TY CỔ PHẦN CHỨNG KHOÁN HÒA BÌNH

HOA BINH SECURITIES JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 103 /2026/CV-HBS

Hanoi, ... 23/10/2026

NOTICE OF PERSONNEL CHANGES

Dear:
- **State Securities Commission;**
- **Vietnam Stock Exchange;**
- **Hanoi Stock Exchange;**
- **Ho Chi Minh City Stock Exchange.**

Pursuant to Decision No. 11/2026/QD-HBS dated 23/10/2026 regarding the dismissal of Mr. Le Tien Dung from the position of Deputy General Director, we respectfully announce the following personnel changes at Hoa Binh Securities Joint Stock Company:

Cases of dismissal:

- Mr. Le Tien Dung
- Position held prior to dismissal: Deputy General Director
- No longer holding the position of: Deputy General Director
- Remaining position: After being relieved of his duties, Mr. Le Tien Dung is no longer an insider of the company.
- Reason for dismissal (if any): Dismissal by the Board of Directors
- Effective date: 23/10/2026

This information was published on the Company's website on 23/10/2026 at the following link: http://www.hbse.com.vn

Attached documents:
- Decision No. 11/2026/QD-HBS;

AUTHORIZED PERSON FOR DISCLOSURE
GENERAL MANAGER

S.G.P : 82 - C.T.C
CÔNG TY CỔ PHẦN CHỨNG KHOÁN HÒA BÌNH
THÀNH PHỐ HÀ NỘI

NGUYEN PHAN TRUNG KIEN

HOA BINH SECURITIES JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 11 /2026/QD-HBS

Hanoi, 23/10/2026

DECISION

(Regarding the dismissal of Mr. Le Tien Dung from the position of Deputy General Director)

BOARD OF DIRECTORS
HOA BINH SECURITIES JOINT STOCK COMPANY

- Based on the 2020 Enterprise Law and its implementing regulations;
- Based on the Securities Law of 2019 and its implementing regulations;
- Based on other relevant legal documents;
- Based on the Charter of Organization and Operation of Hoa Binh Securities Joint Stock Company;
- Based on the Minutes of the Board of Directors Meeting No. 09./2026/BB-HBS dated 23 month 10. year 2026.

DECISION:

Article 1. Mr. Le Tien Dung (Citizen Identification Card No. issued on by) is hereby dismissed from his position as Deputy General Director of Hoa Binh Securities Joint Stock Company, effective from 23/10/2026.

Article 2. Mr. Le Tien Dung Responsible for handing over assigned tasks to company management within the specified timeframe.

Article 3. This decision takes effect from the date of signing.

Article 4. The Board of Directors, the Management Board, relevant departments and divisions within the Company, and **Mr. Le Tien Dung** responsible for implementing this Decision.

Recipient :
- As per Article 4;
- Save: VT.

OBO. BOARD OF DIRECTORS
CHAIRPERSON

S.G.P : 82 - C.T.C.P
CÔNG TY CỔ PHẦN CHỨNG KHOÁN HÒA BÌNH
THÀNH PHỐ HÀ NỘI

TRAN MY LINH