

TECHCOM SECURITIES
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 041201/26/CV-TCBS

Hanoi, January 12, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: **State Securities Commission**
Vietnam Stock Exchange
Hochiminh Stock Exchange

1. Name of organization: Techcom Securities Joint Stock Company
- Stock code: TCX
 - Address: 27th, 28th and 29th floors, C5 D'Capitale Building, 119 Tran Duy Hung Street, Yen Hoa Ward, Hanoi City.
 - Tel: Fax:
 - E-mail: baocao_tcbs@techcombank.com.vn

2. Contents of information disclosure:

Techcom Securities Joint Stock Company ("TCBS") hereby discloses Board of Directors' Resolution No. 011201/26/NQ-HĐQT-TCBS dated January 12, 2026 on the approval for the implementation of the Plan to Increase Charter Capital through Issuance of Shares under the Employee Stock Ownership Program (ESOP) of Techcom Securities Joint Stock Company.

(Details as in the attached document)

3. This information was posted on TCBS website on January 12, 2026 at this link:
<https://www.tcbs.com.vn>.

We hereby declare to be responsible for the accuracy and completeness of the above information.

Attached documents:

- Resolution No. 011201/26/NQ-HĐQT-TCBS

TECHCOM SECURITIES JOINT STOCK COMPANY

Person authorized to disclose information



NGO HOANG HA



No. 011201/26/NQ-HĐQT-TCBS

Hanoi, January 12, 2026

**RESOLUTION OF THE BOARD OF DIRECTORS
TECHCOM SECURITIES JOINT STOCK COMPANY**

(Re: Approval for the Implementation of the Plan to Increase Charter Capital through Issuance of Shares under the Employee Stock Ownership Program (ESOP) of Techcom Securities Joint Stock Company)

BOARD OF DIRECTORS

TECHCOM SECURITIES JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020, effective on January 1, 2021 ("Law on Enterprises");
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on 26/11/2019, effective on 01/01/2021 ("Law on Securities");
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law and its guiding documents, as amended and supplemented ("Decree 155");
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding certain contents on public offering, issuance of securities, tender offers, share buybacks, registration of public companies, and revocation of public company status, and its guiding documents, as amended and supplemented ("Circular 118");
- Pursuant to Circular No. 121/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance regulating the operations of securities companies and its guiding documents, as amended and supplemented ("Circular 121");
- Pursuant to the current Charter of Techcom Securities Joint Stock Company ("TCBS" or the "Company") ("Charter"); and
- Pursuant to the Resolution of the General Meeting of Shareholders of the Company ("GMS") No. 022612/25/NQ-GMS-TCBS dated December 26, 2025, approving the plan to increase charter capital through the issuance of shares under the Employee Stock Ownership Program (ESOP) of Techcom Securities Joint Stock Company ("GMS Resolution");
- Pursuant to the Proposal of the Board No. 040701/26/TT-CTHĐQT-TCBS dated 07/01/2026 regarding Approval for the Implementation of the Plan to Increase Charter Capital through Issuance of Shares under the Employee Stock Ownership Program (ESOP) of Techcom Securities Joint Stock Company;
- Pursuant to the Minutes of vote counting of the Company No. 011201/26/BBKP-HĐQT-TCBS dated 05/01/2026.

RESOLVED:



Article 1 Approval of the Implementation of the Issuance Plan and Charter Capital Increase Plan under ESOP 2025:

- 1.1. The Board of Directors approves the implementation of the share issuance plan under the Employee Stock Ownership Program for 2025 (“ESOP 2025”), based on the issuance plan previously approved by the General Meeting of Shareholders of the Company under Article 1 of the GMS Resolution, with details attached to this Proposal (“Issuance Plan”).;
- 1.2. The Board of Directors approves the detailed implementation of the plan to increase the Company’s charter capital, whereby the charter capital of the Company shall increase from VND 23,113,080,210,000 (*Twenty-three trillion one hundred thirteen billion eighty million two hundred ten thousand Vietnamese dong*) to VND 23,115,834,960,000 (*Twenty-three trillion one hundred fifteen billion eight hundred thirty-four million nine hundred sixty thousand Vietnamese dong*), corresponding to the total par value of the ESOP Shares expected to be issued under the Issuance Plan approved by the General Meeting of Shareholders of the Company in Article 2 of the GMS Resolution.

Article 2 Approval of the List of Employees Eligible for ESOP 2025:

The BOD approves the list of employees eligible for ESOP 2025 as per the attached Appendix.

Article 3 Approval of Implementation:

The BOD authorizes the Chairman to:

- 3.1. To decide/approve and carry out all necessary tasks and procedures to successfully implement the Issuance Plan approved by the Board of Directors (including but not limited to: (i) signing all necessary documents, dossiers, and materials required to implement the Issuance Plan in accordance with applicable laws, including those listed in the reporting documents for the issuance of shares under the Company’s ESOP 2025 Program, consistent with the Issuance Plan, for submission to competent state authorities; (ii) adjusting, amending, and supplementing documents and dossiers related to the share issuance to meet practical needs, legal requirements, and requests from competent state authorities).
- 3.2. Based on the list of employees approved to participate in the ESOP 2025 Program, to remove the voting ballots of shareholders approving the GSM Resolution who are employees under the approved list herein.
- 3.3. To monitor the implementation and propose adjustments to the issuance of shares under the ESOP 2025 Program based on actual circumstances for the Board of Directors’ consideration and approval, if necessary.
- 3.4. To carry out procedures related to the change of charter capital, including but not limited to issuing the amended Charter to record the new charter capital after completion of the issuance, and completing the registration/amendment procedures for charter capital in the Company’s Establishment and Operation License and Enterprise Registration Certificate with the competent state authorities.
- 3.5. To organize and carry out tasks related to the registration and centralized depository of additional ESOP Shares with the Vietnam Securities Depository and Clearing Corporation (“VSDC”) and the registration for additional listing of ESOP Shares on the Ho Chi Minh City Stock Exchange (“HOSE”) (“Registration and Listing”), including working with and providing explanations to competent state authorities, and executing all relevant documents and materials necessary to complete the Registration and Listing.
- 3.6. To direct relevant units and departments within the Company to organize and implement the share issuance, procedures for increasing charter capital, amending the Establishment and Operation



License, the Enterprise Registration Certificate, and carrying out the Registration and Listing, ensuring safety and efficiency in compliance with applicable laws

Article 4 Validity and enforcement:

- 4.1. This Resolution takes effect from the date of signing.
- 4.2. The Chairman of the Board of Directors, the Board of Management and the relevant departments, and individuals of the Company shall be responsible for the implementation of this Resolution./.

Recipients:

- As in Article 4;
- Save the Office.

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



NGUYEN XUAN MINH



**PLAN FOR SHARE ISSUANCE AND INCREASE OF CHARTER CAPITAL THROUGH THE
ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PROGRAM (ESOP)
OF TECHCOM SECURITIES JOINT STOCK COMPANY**

1. Name of Shares : Shares of Techcom Securities Joint Stock Company (stock code: TCX)
2. Type of Shares : Ordinary shares
3. Stock code : TCX
4. Par Value of Issued Shares : VND 10,000 (*ten thousand Vietnamese Dong*) per share
5. Total Number of Issued Shares : 2.311.308.021 (*two billion three hundred eleven million three hundred eight thousand twenty-one*) shares
6. Total Number of Outstanding Shares : 2.311.308.021 (*two billion three hundred eleven million three hundred eight thousand twenty-one*) shares
7. Number of Shares Expected to Be Issued under ESOP : 275.475 (*two hundred seventy-five thousand four hundred seventy-five*) shares
8. Total Expected Issuance Value (at par value) : **2.754.750.000 VND** (*two billion seven hundred fifty-four million seven hundred fifty thousand Vietnamese Dong*)
9. Issuance Ratio : **0,01192%**
(*number of shares expected to be issued / number of outstanding shares*)
10. Total expected Number of Outstanding Shares after Issuance : **2.311.583.496** (*two billion three hundred eleven million five hundred eighty three thousand four hundred ninety six*) shares.
11. ESOP Share Issue Price : VND 10.000 (*ten thousand Vietnamese Dong*) per share.
12. Current Charter Capital and Expected Increase Amount after Issuance:
 - Current charter capital: 23.113.080.210.000 VND (*twenty-three trillion one hundred thirteen billion eighty million two hundred ten thousand Vietnamese Dong*)
 - Additional charter capital: VND **2.754.750.000** (*two billion seven hundred fifty-four million seven hundred fifty thousand Vietnamese Dong*);
 - New charter capital after increase: VND **23.115.834.960.000** (*twenty-three trillion one hundred fifteen billion eight hundred thirty-four million nine hundred sixty thousand Vietnamese Dong*)
13. Eligible Participants : Employees listed in the Appendix attached hereto
14. General Conditions :
 - ESOP Shares are subject to a one-year transfer restriction from the end of the issuance period, except in cases where the shares are repurchased in accordance with the Issuance Plan and applicable laws;
 - Employees entitled to purchase ESOP Shares may not transfer their purchase rights to others;



15. Issuance Method : Issuance of shares to employees under the employee stock option program within the company
16. Expected Offering Period : From Q1 2026 to Q2 2026, after receiving written confirmation from the State Securities Commission of Vietnam (“SSC”) regarding the receipt of complete issuance documents, in compliance with applicable laws, the Company’s Charter, and TCBS regulations;
17. Issuance of shares to employees under the ESOP program of TCBS in the past 12 months: None.
18. Plan for Unallocated Shares:
- For all ESOP Shares which are not allocated during the issuance, including (i) fractional shares arising from allocation calculations, (ii) shares which are not registered for purchase or are registered and unpaid or not fully paid, the GMS authorizes the Board of Directors to continue offering these shares to other employees selected to participate in the ESOP 2025 program the same issue price in accordance with the law.
- In such cases, the Board of Directors is authorized to: (i) determine criteria and detailed list of eligible employees, (ii) establish allocation principles, and (iii) set the timeline for offering remaining shares.
- Remaining shares offered to one or a number of employees will comply with the general conditions stated in Section 14 and relevant legal regulations, including Decree 155, Decree 245.
 - If, after the legally prescribed offering period (including any extensions), there are still unallocated ESOP Shares, the Board of Directors will cancel these shares and adjust the total ESOP Shares offering to match the actual allocated amount.
19. Use of Proceeds : All proceeds from the ESOP Issuance will be used to increase the Company’s charter capital and the Company will use such capital for the following purposes: Investment in proprietary trading activities (including trading in stocks and bonds), and investment in valuable papers.
20. Expected Completion Time : No later than 45 days from the date SSC confirms receipt of complete ESOP Issuance documents.
21. Rights and Obligations of Share Purchasers : a) Purchasers will become ordinary shareholders of TCBS, enjoying full rights and obligations under the Company’s Charter and Vietnamese law;
b) Purchasers must pay for shares as per TCBS regulations and notifications;
c) Purchasers must comply with the Securities Law regarding ownership limits for shareholders and related persons; and
d) Other rights and obligations as prescribed by law and the Company’s Charter.
22. In the case where the Company repurchases shares from employees, the plan for reselling the repurchased shares: Not applicable.
23. Registration, Depository, and Listing of ESOP Shares : Newly issued ESOP Shares will be additionally registered and centrally deposited at the Vietnam Securities Depository and Clearing Corporation (“VSDC”) and additionally listed on the Ho Chi Minh City Stock Exchange (“HOSE”) after the issuance, in compliance with securities laws and regulations.



APPENDIX
LIST OF EMPLOYEES SELECTED TO PARTICIPATE IN THE ESOP PROGRAM 2025

No.	Full Name	Employee Level	Standard share quantity	Participation Coefficient for Resource Development ($C = C1 \times C2$)		Participation Coefficient for Digital Capability Development	Participation Coefficient for Core Values Development in Organizational Culture	Number of shares to be allocated
				$C1$	$C2$			
			B			D	E	$A = B \times C \times D \times E$
1	Phạm Diệu Linh	Level 2 Employee	3.000	2,5	58,4960%	1,5	2,5	16.452
2	Trần Thị Thu Trang	Level 2 Employee	3.000	2,5	55,3102%	1,5	2,5	15.556
3	Nguyễn Tuấn Cường	Level 2 Employee	3.000	3	67,1160%	1,5	1,5	13.591
4	Nguyễn Đăng Minh	Level 2 Employee	3.000	2,5	75,3481%	1,5	1,5	12.715
5	Quách Thùy Linh	Level 2 Employee	3.000	2,5	70,6370%	1,5	1,5	11.920
6	Đoàn Mai Hạnh	Level 2 Employee	3.000	2,5	64,4444%	1,5	1,5	10.875
7	Bùi Minh Quân	Level 3 Employee	2.000	1,5	56,1173%	2,5	2,5	10.522
8	Bùi Thị Thu Hằng	Level 2 Employee	3.000	2,5	61,9022%	1,5	1,5	10.446
9	Đinh Thị Thu Nga	Level 2 Employee	3.000	1,5	50,1630%	1,5	3	10.158



No.	Full Name	Employee Level	Standard share quantity	Participation Coefficient for Resource Development ($C = C1 \times C2$)		Participation Coefficient for Digital Capability Development	Participation Coefficient for Core Values Development in Organizational Culture	Number of shares to be allocated
				C1	C2			
			B			D	E	$A = B \times C \times D \times E$
10	Đỗ Thanh Tùng	Level 3 Employee	2.000	1	90,0000%	1,5	3	8.100
11	Đặng Trung Thành	Level 2 Employee	3.000	1,5	74,2716%	1,5	1,5	7.520
12	Ngô Thanh Tâm	Level 2 Employee	3.000	2,5	66,7022%	1,5	1	7.504
13	Trịnh Thế Thành	Level 2 Employee	3.000	2,5	66,0444%	1,5	1	7.430
14	Lê Văn Khuyển	Level 3 Employee	2.000	1,5	51,9778%	3	1,5	7.017
15	Lương Thị Minh Phương	Level 2 Employee	3.000	1,5	64,0395%	1,5	1,5	6.484
16	Lưu Minh Trung	Level 3 Employee	2.000	1,5	57,1022%	1,5	2,5	6.424
17	Phạm Thúy Quỳnh	Level 2 Employee	3.000	1,5	57,2346%	1,5	1,5	5.795
18	Vũ Long	Nhân viên cấp 3	2.000	1,5	51,3867%	1,5	2,5	5.781



No.	Full Name	Employee Level	Standard share quantity	Participation Coefficient for Resource Development ($C = C1 \times C2$)		Participation Coefficient for Digital Capability Development	Participation Coefficient for Core Values Development in Organizational Culture	Number of shares to be allocated
				C1	C2			
			<i>B</i>			<i>D</i>	<i>E</i>	$A = B \times C \times D \times E$
19	Nguyễn Văn Dương	Nhân viên cấp 3	2.000	1	75,0400%	2,5	1,5	5.628
20	Nguyễn Tuấn Anh	Level 2 Employee	3.000	2,5	56,0587%	2,5	3	31.533
21	Ngô Hoàng Hà	Level 2 Employee	3.000	2,5	63,2800%	2,5	3	35.595
22	Nguyễn Thị Thu Hiền	Level 1 Employee	4.000	3	52,6463%	1,5	3	28.429
							<i>Total</i>	<i>275.475</i>

