CÔNG TY CỔ PHẦN CHỨNG KHOÁN KỸ THƯƠNG
Digitally signed by CÔNG TY CỔ PHẦN CHỨNG KHOÁN KỸ THƯƠNG
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TECHCOM SECURITIES JOINT STOCK COMPANY

No: 031106/26/CV-TCBS

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, June 11, 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 Resolution No. 011006/26/NQ-HĐQT-TCBS dated June 10, 2026, issued by the Board of Directors on approval of the implementation of the plan to increase charter capital through the issuance of shares under the employee stock ownership program of Techcom Securities Joint Stock Company.

(Details in the attached documents)

3. This information was posted on TCBS website on June 11, 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. 011006/26/NQ-HĐQT-TCBS*

TECHCOM SECURITIES JOINT STOCK COMPANY
Person authorized to disclose information

CÔNG TY CỔ PHẦN CHỨNG KHOÁN KỸ THƯƠNG

NGO HOANG HA

TECHCOM SECURITIES JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
TECHCOMSECURITIES	**Independence - Freedom - Happiness**
No.: 011006/26/NQ-HĐQT-TCBS	*Hanoi, June 10, 2026*

RESOLUTION OF THE BOARD OF DIRECTORS
TECHCOM SECURITIES JOINT STOCK COMPANY

(Re: Approval of the implementation of the plan to increase charter capital through the issuance of shares under the employee stock ownership program of Techcom Securities Joint Stock Company)

BOARD OF DIRECTORS
TECHCOM SECURITIES JOINT STOCK COMPANY

- *Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on 17 June 2020 and its guiding, amending and supplementing documents (the "**Enterprise Law**");*
- *Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on 26 November 2019 and its guiding, amending and supplementing documents (the "**Securities Law**");*
- *Pursuant to Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Securities Law and its guiding, amending and supplementing documents ("**Decree 155**");*
- *Pursuant to Decree No. 245/2025/NĐ-CP dated 11 September 2025 of the Government amending and supplementing a number of articles of Decree 155 ("**Decree 245**");*
- *Pursuant to Circular No. 118/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of matters on the offering and issuance of securities, public tender offers, s hare repurchases, registration of public company status and cancellation of public company status, and its guiding, amending and supplementing documents ("**Circular 118**");*
- *Pursuant to Circular No. 115/2025/TT-BTC dated 15 December 2025 of the Ministry of Finance amending and supplementing a number of articles of Circular 118;*
- *Pursuant to Circular No. 121/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance providing for the operation of securities companies and its guiding, amending and supplementing documents ("**Circular 121**");*
- *Pursuant to the current Charter of Techcom Securities Joint Stock Company (the "**Company**" or "**TCBS**");*
- *Pursuant to Resolution of the General Meeting of Shareholders of the Company (the "**GMS**") No. 012504/26/NQ-ĐHĐCĐ-TCBS dated 25/04/2026 approving the plan to increase charter capital through the issuance of shares under the employee stock ownership program of Techcom Securities Joint Stock Company (the "**GMS Resolution**");*
- *Pursuant to the Company's Proposal to the Board of Directors (the "**BOD**") No. 010806/26/TT-HĐQT-TCBS dated 08/06/2026 on approval of the implementation of the plan to increase charter capital through the issuance of shares under the employee stock ownership program of Techcom Securities Joint Stock Company;*

- *Pursuant to the Minutes of vote counting of the Board of Directors of the Company No. 011006/26/BBKP-HĐQT-TCBS ngày 10/06/2026.*

RESOLVED:

Article 1 Approval of the implementation of the issuance plan and the plan to increase charter capital through the issuance of shares under the 2026 employee stock ownership program:

The BOD approves the detailed implementation of the plan to issue shares under the 2026 employee stock ownership program (the "**2026 ESOP Program**") on the basis of the issuance plan approved by the Company's GMS under Article 10 of the GMS Resolution, as detailed in the attachment to this Resolution (the "**Issuance Plan**").

The BOD approves the detailed implementation of the Company's charter capital increase plan, whereby the Company's charter capital increases from VND 27,738,968,030,000 *(twenty-seven trillion seven hundred thirty-eight billion nine hundred sixty-eight million thirty thousand Dong)* to VND 27,744,533,250,000 *(twenty-seven trillion seven hundred forty-four billion five hundred thirty-three million two hundred fifty thousand Dong),* an increase of VND 5,565,220,000 *(five billion five hundred sixty-five million two hundred twenty thousand Dong)* corresponding to the total par value of the ESOP Shares expected to be issued under the issuance plan approved by the Company's GMS under Article 10 of the GMS Resolution.

Article 2 Approval of the list of employees selected to participate in the 2026 ESOP Program:

The BOD approves the list of employees (the "**Employees**") selected to participate in the 2026 ESOP Program, as detailed in the Appendix attached to the Issuance Plan attached to this Resolution.

Article 3 Approval of implementation:

The BOD is responsible for implementation and assigns to / authorizes the Chairman to perform the following tasks:

3.1. Decide/approve and carry out the work and procedures necessary to successfully implement the Issuance Plan approved by the BOD (including but not limited to (i) signing the documents, dossiers and materials necessary to implement the Issuance Plan in accordance with applicable law, including the documents in the list of share-issuance reporting documents under the Company's 2026 ESOP Program consistent with the Issuance Plan for submission to the competent state authorities; (ii) adjusting, amending and supplementing the dossiers and documents relating to the share issuance to suit practical needs, the provisions of law and the requirements of the competent state authorities).

3.2. On the basis of the approved list of Employees selected to participate in the 2026 ESOP Program, carry out the separation of the voting ballots of the shareholders who are Employees named in this list and who voted to approve the GMS Resolution.

3.3. Supervise the implementation of, and propose adjustments to, the share issuance under the 2026 ESOP Program according to actual circumstances, for the BOD's consideration and approval if necessary.

3.4. Carry out the procedures relating to the change of charter capital, including but not limited to issuing the amended Charter to record the new charter capital level after completion of the issuance, and the procedures for registering/adjusting the charter capital in the Establishment and Operation License and the Enterprise Registration Certificate of the Company at the competent state authorities.

3.5. Organize the implementation of the work relating to the additional registration and centralized depository of the ESOP Shares at the Vietnam Securities Depository and Clearing Corporation ("**VSDC**") and the additional listing registration of the ESOP Shares on the Ho Chi Minh City Stock Exchange ("**HOSE**") (the "**Registration and Listing**"), work with and provide explanations to the competent state authorities, and sign the relevant documents and materials to carry out the Registration and Listing.

3.6. Direct the relevant units and divisions within the Company to organize the implementation of the share issuance, the charter capital increase procedures, the amendment of the Establishment and Operation License and the Enterprise Registration Certificate, and the Registration and Listing, so as to ensure safety and efficiency in accordance with the law.

Article 4 Effectiveness and Implementation:

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 relevant departments, and individuals of the Company shall be responsible for the implementation of this Resolution./.

Recipients:

- As in Article 4;

- Filed at the BOD Office..

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN CHỨNG KHOÁN KỸ THƯƠNG

NGUYEN XUAN MINH

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

No.	Item	Content
1	Name of shares	Shares of Techcom Securities Joint Stock Company (ticker: TCX)
2	Type of shares	Ordinary shares
3	Ticker	TCX
4	Par value of shares issued	VND 10,000 (*ten thousand Dong*) per share
5	Total number of shares issued	2,773,896,803 (*two billion seven hundred seventy-three million eight hundred ninety-six thousand eight hundred and three*) shares.
6	Total number of shares outstanding	2,773,896,803 (*two billion seven hundred seventy-three million eight hundred ninety-six thousand eight hundred and three*) shares.
7	Total number of shares expected to be issued to Employees under the 2026 ESOP Program	556,522 *(five hundred fifty-six thousand five hundred and twenty-two)* shares.
8	Total expected issuance value (at par)	VND 5,565,220,000 (*five billion five hundred sixty-five million two hundred twenty thousand Dong*)
9	Issuance ratio (number of shares to be issued / number of shares outstanding)	0.02006%
10	Total number of shares outstanding expected after the issuance	2,774,453,325 *(two billion seven hundred seventy-four million four hundred fifty-three thousand three hundred and twenty-five) shares*
11	Issue price of ESOP Shares	VND 10,000 (ten thousand Dong) per share
12	Current charter capital and expected charter capital increase after the issuance	- Charter capital at present: VND 27,738,968,030,000 (*twenty-seven trillion seven hundred thirty-eight billion nine hundred sixty-eight million thirty thousand Dong*); - Additional charter capital: VND 5,565,220,000 *(five billion five hundred sixty-five million two hundred twenty thousand Dong);*

No.	Item	Content
		- New charter capital after the increase: VND 27,744,533,250,000 *(twenty-seven trillion seven hundred forty-four billion five hundred thirty-three million two hundred fifty thousand Dong).*
13	Issuance recipients	Employees per the list set out in the attached Appendix.
14	General conditions	- Shares issued under the 2026 ESOP Program shall be restricted from transfer for 01 year from the closing date of the issuance, unless otherwise provided by law; - Employees entitled to purchase ESOP Shares may not transfer the right to purchase ESOP Shares to any other person.
15	Method of issuance	Issuance of shares to employees under the Company's employee stock ownership program.
16	Offering period	In Q2 2026 through Q3 2026, after the State Securities Commission (the "**SSC**") issues a written notice of its receipt of the complete dossier reporting the issuance of shares under the Company's employee stock ownership program, ensuring conformity with the law, the Charter and TCBS's regulations;
17	Issuance of shares to employees under TCBS's employee stock ownership program within the most recent 12 months:	Pursuant to GMS Resolution No. 022612/25/NQ-ĐHĐCĐ-TCBS dated 26/12/2025 approving the plan to increase charter capital through the issuance of shares under the Company's employee stock ownership program.
18	Plan for the treatment of undistributed shares	- For all ESOP Shares not fully distributed in the issuance, including (i) the fractional shares arising upon the allocation calculation under the 2026 ESOP Program and (ii) the shares that Employees do not register to purchase, or have registered to purchase but have not paid in full or have not paid for, the BOD (under the authorization in the GMS Resolution) has full authority to decide to continue offering them to other Employees in the list of Employees selected to participate in the 2026 ESOP Program in accordance with the law, at the same issue price. - In the event the BOD continues to distribute the undistributed ESOP Shares to other Employees, the BOD (under the authorization in the GMS Resolution) has full

No.	Item	Content
		authority to: (i) determine the detailed list of persons entitled to purchase the undistributed shares after the issuance of the ESOP Shares, (ii) the principles for determining the number of shares distributed to each person, and (iii) the period for continuing to offer such undistributed ESOP Shares. - The undistributed ESOP Shares offered to one or several specified Employees shall comply with the transfer-restriction conditions for shares issued under the employee stock ownership program set out in item 14 above, and shall ensure compliance with Decree 155, Decree 245 and other relevant provisions of applicable law. - In the event that, upon expiry of the offering period of the issuance under the law, including any extended period (if any), the ESOP Shares are still not fully distributed to other Employees, the BOD shall cancel such undistributed ESOP Shares and reduce the total number of ESOP Shares offered to match the number of ESOP Shares actually distributed in the issuance.
19	Plan for the use of proceeds from the issuance	Upon completion of the issuance, all proceeds from the issuance of the ESOP Shares shall be used to increase the Company's charter capital, and the Company shall use them for the purpose of: investment in proprietary securities trading activities (including trading of shares and bonds) and investment in valuable papers (negotiable instruments).
20	Expected time for completion of the issuance of ESOP Shares	No more than 45 days from the date on which the SSC issues notice of its receipt of the complete dossier reporting the issuance under the 2026 ESOP Program.
21	Rights and obligations of share purchasers	a) Share purchasers shall become ordinary shareholders of TCBS, with the full rights and obligations applicable to ordinary shareholders under the Company's Charter and Vietnamese law; b) Share purchasers are obliged to pay for the shares in accordance with TCBS's regulations and notices; c) Share purchasers are responsible for complying with the Securities Law on share ownership limits applicable to

No.	Item	Content
		shareholders, and to shareholders and their related persons; and d) Other rights and obligations as prescribed by law and the Company's Charter.
22	Where the Company repurchases shares from Employees, the plan for reselling the repurchased shares	Not applicable.
23	Registration, depository and listing of ESOP Shares	The additionally issued ESOP Shares shall be additionally registered and centrally deposited at the Vietnam Securities Depository and Clearing Corporation ("**VSDC**") and registered for additional listing on the Ho Chi Minh City Stock Exchange ("**HOSE**") after the closing of the issuance, in conformity with the law on securities and the securities market.

APPENDIX

LIST OF EMPLOYEES SELECTED TO PARTICIPATE IN THE 2026 ESOP PROGRAM

No.	Full name	Employee level	Standard number of shares	Resource development participation coefficient *(C = C1xC2)*		Digital capability development participation coefficient	Core-value (organizational culture) development participation coefficient	Number of shares allocated
			B	*C1*	*C2*	*D*	*E*	*A = BxCxDxE*
1	Phạm Diệu Linh	Level 2	3.000	2,5	134,5493%	1,5	2,5	**37.842**
2	Trần Thị Thu Trang	Level 2	3.000	2,5	129,2338%	1,5	2,5	**36.347**
3	Nguyễn Tuấn Cường	Level 2	3.000	3	77,7481%	1,5	3	**31.488**
4	Nguyễn Đăng Minh	Level 2	3.000	2,5	109,1164%	1,5	2,5	**30.689**
5	Quách Thùy Linh	Level 2	3.000	2,5	99,9716%	1,5	2,5	**28.117**
6	Đoàn Mai Hạnh	Level 2	3.000	2,5	105,2563%	1,5	1,5	**17.762**
7	Bùi Minh Quân	Level 3	2.000	1,5	106,4960%	2,5	2,5	**19.968**
8	Bùi Thị Thu Hằng	Level 2	3.000	2,5	100,7763%	1,5	1,5	**17.006**

No.	Full name	Employee level	Standard number of shares	Resource development participation coefficient *(C = C1xC2)*		Digital capability development participation coefficient	Core-value (organizational culture) development participation coefficient	Number of shares allocated
			B	*C1*	*C2*	*D*	*E*	*A = BxCxDxE*
9	Đinh Thị Thu Nga	Level 2	3.000	1,5	80,9432%	1,5	3	**16.391**
10	Đỗ Thanh Tùng	Level 3	2.000	1	147,4222%	1,5	3	**13.268**
11	Đặng Trung Thành	Level 2	3.000	1,5	120,7704%	1,5	1,5	**12.228**
12	Ngô Thanh Tâm	Level 2	3.000	2,5	111,2089%	1,5	1	**12.511**
13	Trịnh Thế Thành	Level 2	3.000	2,5	65,5609%	1,5	2,5	**18.439**
14	Lê Văn Khuyến	Level 3	2.000	1,5	124,0000%	3	1,5	**16.740**
15	Lương Thị Minh Phương	Level 2	3.000	1,5	109,8568%	1,5	1,5	**11.123**
16	Lưu Minh Trung	Level 3	2.000	1,5	94,5067%	1,5	2,5	**10.632**
17	Phạm Thúy Quỳnh	Level 2	3.000	1,5	92,9580%	1,5	1,5	**9.412**

No.	Full name	Employee level	Standard number of shares	Resource development participation coefficient *(C = C1xC2)*		Digital capability development participation coefficient	Core-value (organizational culture) development participation coefficient	Number of shares allocated
			B	*C1*	*C2*	*D*	*E*	*A = BxCxDxE*
18	Vũ Long	Level 3	2.000	1,5	83,7067%	1,5	2,5	**9.417**
19	Nguyễn Văn Dương	Level 3	2.000	2,5	69,6800%	2,5	1,5	**13.065**
20	Nguyễn Tuấn Anh	Level 2	3.000	2,5	101,2533%	2,5	3	**56.955**
21	Ngô Hoàng Hà	Level 2	3.000	2,5	100,0836%	2,5	3	**56.297**
22	Nguyễn Thị Thu Hiền	Level 1	4.000	3	85,6685%	1,5	3	**46.261**
23	Phạm Thế Dũng	Level 3	2.000	1	70,2667%	1,5	1,5	**3.162**
24	Phạm Thúy Vân	Level 3	2.000	1,5	61,5852%	1,5	1,5	**4.157**
25	Đoàn Hữu Dũng	Level 3	2.000	1,5	67,8311%	2,5	1,5	**7.631**
26	Nguyễn Thị Xuân Mai	Level 2	3.000	1,5	112,2222%	1	1,5	**7.575**

No.	Full name	Employee level	Standard number of shares	Resource development participation coefficient *(C = C1xC2)*		Digital capability development participation coefficient	Core-value (organizational culture) development participation coefficient	Number of shares allocated
			B	***C1***	***C2***	***D***	***E***	***A = BxCxDxE***
27	Nguyễn Hà Thanh	Level 2	3.000	1,5	75,0815%	1	1,5	**5.068**
28	Hoàng Hiếu Minh	Level 2	3.000	1,5	68,8494%	1,5	1,5	**6.971**
	TỔNG							**556.522**

In which:

"Level 1" means senior leadership responsible for strategic direction and the highest-level decision-making. Applicable to the title of General Director (CEO).

"Level 2" means mid-level leadership or advisory, implementing strategy and managing key specialized areas. Applicable to the titles of Senior Director and Senior Advisor.

"Level 3" means management, advisory or high specialization at the divisional level, in charge of a narrower scope or providing direct specialist support. Applicable to the titles of Director, Advisor and Senior Expert