

Ref: 14/VTC-CBTT

Ho Chi Minh City, July 16, 2026

CHANGE IN PERSONNEL

To:

- State Securities Commission;
- Hanoi Stock Exchange.

Based on Board of Directors' Decision No. 08/QD-HDQT dated July 16, 2026 on dismissal of Chief Accountant and No. 09/QD-HDQT dated July 16, 2026 on appointment of Chief Accountant of VTC Telecommunications JSC, we hereby announce the change in personnels as follows:

3. Dismissal:

- Ms.: Nguyen Thi Ngoc Cuc
- Former position in the company: Chief Accountant
- Dismissed position: Chief Accountant
- Current position: Nil
- After the dismissal, Ms. Nguyen Thi Ngoc Cuc is no longer an internal person of the company
- Reason: Personal demand
- Effective date: July 16, 2026

4. Appointment:

- Mr.: Vo Tan Hien
- Former position in the company: Head of Finance Accounting Department
- Newly appointed position: Chief Accountant, Head of Finance Accounting Department
- Term: until April 30, 2030 (in line with the Company's Board of Directors term 2025–2030)
- Effective date: July 16, 2026

The information was published on our website on July 16, 2026, as in the link:
www.vtctelecom.com.vn

Attached documents:

- Related BOD's decision;
- Information disclosure form.



CHAIRMAN

Le Xuan Tien

Ref.: 08/QĐ-HDQT

Ho Chi Minh City, July 16, 2026



DECISION

Re: Dismissal of Chief Accountant

BOARD OF DIRECTORS VTC Telecommunications Joint Stock Company

- Pursuant to Enterprise Law No. 59/2022/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of VTC Telecommunications JSC;
- Pursuant to Ballot No. 05/2026/BQ-HDQT dated July 10, 2026, collecting opinions from members of the Board of Directors of VTC Telecommunications JSC.

RESOLVES:

- Article 1.** To dismiss Ms. Nguyen Thi Ngoc Cuc from the position of Chief Accountant of VTC Telecommunications JSC, effective from July 16, 2026.
- Article 2.** To assign the General Director to carry out the procedures related to terminating and settling the labor contract with Ms. Nguyen Thi Ngoc Cuc.
- Article 3.** This Decision takes effect from July 16, 2026. The Board of Managements, the Representative Office in Hanoi, the Company's departments, centers, and affiliated units, and Ms. Nguyen Thi Ngoc Cuc are responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Recipient:

- BOD/BOS members;
- As Article 3;
- Filed: Admin Dept.

[signed and stamped]

Le Xuan Tien

Ref.: 09/QĐ-HDQT

Ho Chi Minh City, July 16, 2026



DECISION

Re: Appointment of Chief Accountant

**BOARD OF DIRECTORS
VTC Telecommunications Joint Stock Company**

- Pursuant to Enterprise Law No. 59/2022/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of VTC Telecommunications JSC;
- Pursuant to Ballot No. 05/2026/BQ-HDQT dated July 10, 2026, collecting opinions from members of the Board of Directors of VTC Telecommunications JSC.

RESOLVES:

- Article 1.** To appoint Mr. Vo Tan Hien, Master of Business Administration / Bachelor of Economics, Head of the Finance and Accounting Department, to the position of Chief Accountant of VTC Telecommunications JSC, effective from July 16, 2026. Term of appointment: until April 30, 2030 (in line with the Company's Board of Directors term 2025–2030)
- Article 2.** The benefits, duties, and authority of Mr. Vo Tan Hien shall be implemented in accordance with the Labor Contract, the Company Charter, and the Company's current regulations.
- Article 3.** This Resolution takes effect from July 16, 2026. The Board of Managements, the Representative Office in Hanoi, the Company's departments, centers, and affiliated units, and Mr. Vo Tan Hien are responsible for implementing this Resolution.

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

Recipient:

- BOD/BOS members;
- As Article 3;
- File: Admin Dept.

[signed and stamped]

Le Xuan Tien

Ho Chi Minh City, July 16, 2026



INFORMATION DISCLOSURE FORM

To: **State Securities Commission**
Hanoi Stock Exchange

- 1/ Full name: Vo Tan Hien.
- 2/ Gender: Male.
- 3/ D.O.B: June 5, 1977.
- 4/ P.O.B: Nghia Thanh, Ho Chi Minh City.
- 5/ ID No.: 077077005100 Date of issue: November 30, 2022 Place of issue: Police Department
- 6/ Nationality: Viet Nam.
- 7/ Ethnicity: Kinh.
- 8/ Address: Apt 804 Binh Gia Resident Building, No. 130 Nguyen Thi Minh Khai St., Tam Thang Ward, Ho Chi Minh City.
- 9/ Phone number: 0919050649.
- 10/ Email address: hien.vo-tan@vtctelecom.com.vn.
- 11/ Name of the organization subject to information disclosure: VTC Telecom Joint Stock Company (VTC)
- 12/ Current position at VTC: Chief Accountant, Head of Finance & Accounting Department
- 13/ Current positions held at other organizations: None.
- 14/ Number of VTC shares held: 0 shares, representing 0% of charter capital, of which:
 - + Held as representative (for State/strategic shareholder/other organization): 0 shares.
 - + Held individually: 0 shares.
- 15/ Ownership commitments (if any): None
- 16/ List of persons related to the declarant(*): As per the attached Appendix

DECLARANT

Vo Tan Hien

(*) "Related persons" as defined in Clause 46, Article 4 of the Securities Law dated November 26, 2019.

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship to the company/insider	Ownership certificate No.	Date issued	Place issued	Head office/contact address	Shares held (end of period)	Ownership ratio (end of period)	Notes
1	2	3	4	5	6	7	8	9	10	11	12	13
1	VTC	Vo Tan Hien	Nil	Chief Accountant, Head of Finance & Accounting Department	Insider	077077005100	November 30, 2022	Police Department	Apt 804 Binh Gia Resident Building, No. 130 Nguyen Thi Minh Khai St., Tam Thang Ward, Ho Chi Minh City	0	0	
2	VTC	Ngo Thi Thanh Huyen	Nil	Nil	Wife					0	0	
3	VTC	Vo Tan Chau	Nil	Nil	Father					0	0	
4	VTC	Tran Thi Chau	Nil	Nil	Mother					0	0	
5	VTC	Ngo Thanh Hung	Nil	Nil	Father-in-law					0	0	
6	VTC	Nguyen Thi La	Nil	Nil	Mother-in-law					0	0	
7	VTC	Vo Minh Quan	Nil	Nil	Older brother					0	0	
8	VTC	Nguyen Kim Lan	Nil	Nil	Sister-in-law					0	0	
9	VTC	Vo Thi Lanh	Nil	Nil	Younger sibling					0	0	
10	VTC	Luu Hong Duc	Nil	Nil	Brother-in-law					0	0	
11	VTC	Vo Minh Thanh	Nil	Nil	Younger sibling					0	0	
12	VTC	Nguyen Thi Phuong Lan	Nil	Nil	Sister-in-law					0	0	
13	VTC	Vo Thi Kim Chi	Nil	Nil	Younger sibling					0	0	

VTC Telecommunications JSC

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