

NOTICE

Candidacy and nomination of expected personnel for election of additional Independent Member of Board of Directors for the term 2025-2030

To: DEAR SHAREHOLDERS OF VIET CAPITAL COMMERCIAL JOINT STOCK BANK

- *Basing on the applicable Law on Enterprises;*
- *Basing on the Law on Credit Institutions dated January 18, 2024 (Law on Credit Institutions);*
- *Basing on the Law on Securities No.54/2019/QH14 dated November 26, 2019;*
- *Basing on Circular No. 20/2025/TT-NHNN dated July 31, 2025 of the State Bank of Vietnam guiding on the dossiers and procedures for approving the expected list of personnel of commercial banks, foreign bank branches and non-bank credit institutions;*
- *Basing on the Charter of Viet Capital Commercial Joint Stock Bank;*
- *Basing on the Resolution No. 14/26/BVBank/NQ-HDQT dated February 03, 2026 of the Board of Directors approving the finalization of the list of shareholders to send a notice of the exercise of the right to stand for election, nomination of expected personnel for election of additional independent member of the Board of Directors of BVBank for the term 2025-2030;*

The Board of Directors of Viet Capital Commercial Joint Stock Bank (BVBank) would like to inform shareholders about the candidacy and nomination of expected personnel for election of additional independent members of the Board of Directors (Independent Member of Board of Directors) for the term 2025-2030, as follows:

A. NUMBER OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS EXPECTED TO BE ELECTED FOR THE TERM 2025 - 2030:

Number of independent members of the Board of Directors to be additionally elected for the term of 2025-2030: 01 (one) independent member of the Board of Directors.

B. QUALIFICATIONS AND CONDITIONS FOR CANDIDATES AND NOMINEES FOR ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2025 - 2030

In accordance with the Law on Credit Institutions, BVBank's Charter and relevant legal provisions.

(Refer to the Appendix to the Qualifications and Conditions for Independent Members of the Board of Directors of credit institutions according to the applicable Law on Credit Institutions and the Charter of BVBank attached to this Notice).

C. RIGHT TO STAND FOR ELECTION AND NOMINATE ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2025 - 2030

1. Shareholders or groups of shareholders (according to the list of shareholders of Record as of February 13, 2026) holding at least 05% (five percent) of the total number of ordinary voting shares may nominate for a maximum of 01 (one) candidate for election of additional independent member of the Board of Directors for the term 2025-2030. The number of candidates for election of independent members of the Board of Directors shall be in accordance with the ratio specified at this Item.
2. If the number of candidates for election of independent members of the Board of Directors by candidacy or nomination is still not sufficient, the incumbent Board of Directors may nominate additional candidates or organize nomination according to a mechanism prescribed by BVBank. The nomination mechanism or method of the incumbent Board of Directors to stand for election and nominate additional independent members of the Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect independent members of the Board of Directors.



D. DOCUMENTS OF CANDIDACY AND NOMINATION FOR ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2025 - 2030

1. Principles for preparation and sending documents:

The documents of the candidates to be prepared must ensure the following principles:

- a. The documents must be prepared in Vietnamese language. If the document is issued, notarized or certified by a competent foreign agency or organization, such document must be consular legalized in accordance with the law of Vietnam (unless otherwise exempted from consular legalization in accordance with the law on consular legalization) and must be translated into Vietnamese language;
- b. Translations from foreign languages into Vietnamese language must be notarized or authenticated by the translator's signature in accordance with the laws;
- c. Copies of dossiers, documents of personnel expected to be elected or appointed must be copies from the original register or certified copies of the originals as prescribed by the laws;
- d. Documents made by personnel expected to be elected or appointed independently must be authenticated and signed in accordance with the laws;
- e. Candidates and nominees are responsible in accordance with the laws for the completeness, accuracy and truthfulness of their documents.

2. List of documents of candidacy, nomination

- **List of documents of nomination, candidacy: 05 sets of documents/ 01 candidate, including**

No.	Profile
2.1.	Application for candidacy, nomination for additional independent members of the Board of Directors of Viet Capital Commercial Joint Stock Bank for the term 2025 – 2030 according to Form 01 (Original) ;
2.2.	Curriculum vitae of the candidate according to Form 02 (Original) ;
2.3.	Declaration of related persons according to Form 03 (original) ;
2.4.	Certificate of Criminal Record No. 2 issued by a competent agency no more than 06 months before the time of submission of the documents in accordance with the law on criminal record (original);
2.5.	Certified copies of identity cards, citizen IDs, passports or other equivalent legal documents;
2.6.	Copies of diplomas and certificates proving the professional qualifications of the personnel expected to be elected, where the diplomas of persons with Vietnamese nationality issued by foreign educational institutions must be authenticated by the Ministry of Education and Training in accordance with relevant laws;
2.7.	Documents proving the meeting of qualifications and conditions for personnel expected to hold the title of independent member of the Board of Directors: <ol style="list-style-type: none"> a. For the condition: "has at least 03 years' experience of working as a manager or executive of the credit institution": <ol style="list-style-type: none"> (i) A document of the authorized representative of the credit institution where the personnel have been or is working confirming the position and time of holding the position (including the certification of the personnel being a manager or executive officer) of the expected personnel or a copy of the document proving the position and time of holding the position at the credit institution of expected personnel.

No.	Profile
	<p>b) For the condition: "has at least 05 years' experience of working as a manager of a finance, banking, accounting or audit enterprise or an enterprise whose equity is not smaller than the legal capital of a credit institution":</p> <p>(i) A copy of the enterprise registration certificate or a document of the agency competent to issue or certify or register the operation of the enterprise;</p> <p>(ii) The enterprise's charter provides for the manager or the internal regulations of the enterprise if the charter does not provide for the manager;</p> <p>(iii) A copy of the financial statements audited by an independent audit organization of the enterprise where the expected personnel was or is a manager (applicable to other enterprises with a minimum equity equal to the legal capital for the corresponding type of credit institution); If the enterprise is not subject to the annual audit of financial statements, the enterprise is to provide the financial statements submitted to the tax authority in accordance with laws;</p> <p>(iv) A document of the authorized representative of the organization where the personnel have been or is working certifying the position (including the certification that the personnel is the manager) and the time of holding the position of the personnel or a copy of the document proving the position and time of holding the position at the organization of the personnel.</p> <p>c. For the condition: "has at least 05 years' experience of working in a finance, banking accounting or audit department": A document of the authorized representative of the organization where the personnel has been or is working certifying that the personnel works directly at the professional department of finance, banking, accounting, auditing and the time of expected personnel working in these departments or copies of documents proving the working department and the working period of expected personnel in this department.</p> <p>d. For the condition: "has at least 05 years' experience of working in a professional department of the credit institution or foreign bank's branch": A document of the authorized representative of the credit institution or foreign bank's branch where the expected personnel have been or is working certifying that the expected personnel works directly at the professional department of the credit institutions, foreign bank branches and the time the expected personnel work at this professional department or copies of documents proving the working department and the working period of the expected personnel in this department.</p>
2.8.	Documents proving the meeting of "having professional ethics" as prescribed in Article 6 of Circular 20/2025/TT-NHNN (Form No. 04);
2.9.	Other documents proving that the candidate meets the qualifications and conditions prescribed by the Law on Credit Institutions (if any).

- If State Bank of Vietnam issues additional regulations/guidelines related to the procedures for applying for approval of expected personnel for election of independent members of the Board of Directors, BVBank will notify shareholders and groups of shareholders who have stood for election or nominated to supplement appropriate documents according to regulations.
- The forms of documents of candidacy and nomination are posted on BVBank's website on the link: **www.bvbank.net.vn in the Investor Section.**

3. Time, place and form of submission of documents:

- Time to receive documents of candidacy and nomination: the deadline is 17:00 on March 06, 2026. Documents sent after the above deadline are considered invalid.
- Candidates shall send 05 (five) sets of documents specified in Section 2, Item D of this Notice (the documents should be clearly marked: Documents of candidacy and nomination of expected personnel for election of additional independent member of the Board of Directors of BVBank for the term of 2025 – 2030) and sent directly or by post (calculated by postmark) to the following address:

Office of the Board of Directors - Viet Capital Commercial Joint Stock Bank, HM Town Building, No. 412 Nguyen Thi Minh Khai, Ban Co Ward, Ho Chi Minh City (15th Floor).

For any questions, please contact: Office of the Board of Directors - Viet Capital Commercial Joint Stock Bank, HM Town Building, No. 412 Nguyen Thi Minh Khai, Ban Co Ward, Ho Chi Minh City, Phone: (84-28) 62 679 679 (Ext: 813) - Email: vphoidongquantri@bvbanks.net.vn.

Sincerely yours,

Recipients:

- Shareholders,
- Board of Directors, Supervisory Board; (for information);
- Archived

**FOR BOARD OF DIRECTORS
CHAIRMAN**



Le Anh Tai

