



No.: 9853.2026.BOD(1)

Ho Chi Minh City, October 22nd, 2026

KAFI Securities Corporation

RESOLUTION OF THE BOARD OF DIRECTORS

Re: Approval of the adjustment to the list of employees participating in the Company's 2026 ESOP Program

Công ty Cổ
Phần Chứng
Khoán KAFI

Digitally signed by Công ty Cổ Phần Chứng
Khoán KAFI
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Khoán KAFI, L=Quận 1, ST=HỒ CHÍ MINH,
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THE BOARD OF DIRECTORS

Pursuant to the Company's Charter;

Pursuant to Resolution of the General Meeting of Shareholders No. 1001.2026.GSM dated April 9th, 2026;

Pursuant to Proposal No. 2693.26 dated October 15th, 2026 of the Chief Executive Officer;

Pursuant to the Minutes of Vote Counting of the Board of Directors No. 9853.2026.BOD dated October 22nd, 2026.

RESOLVES

- 1.0 Approve the list of employees selected to participate in the 2026 ESOP Program and the number of shares allocated to each person, as updated and adjusted in accordance with the principles and the Issuance Regulations (as detailed in the attached document).
- 2.0 Authorize the Chairman of the Board of Directors/Chief Executive Officer to direct the Board of Management and relevant units to implement the issuance, ensuring compliance with applicable laws.
- 3.0 This Resolution shall take effect from the date of signing. Other contents of Board of Directors' Resolution No. 9840.2026.BOD(2) dated July 31st, 2026 which are not amended, supplemented or replaced by this Resolution shall remain in full force and effect.
- 4.0 The Board of Directors and the relevant individuals and departments shall be responsible for implementing this Resolution.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and sealed)

Recipients:

As stated in Article 4.0;

Members of the Board of Directors and Supervisors;

Archive: BOD records.

NGUYEN VIET CUONG



LIST OF EMPLOYEES SELECTED TO PARTICIPATE IN THE 2026 ESOP*(Issued together with BOD Resolution No. 9853.2026.BOD(1) dated October 22, 2026)*

No.	Full Name	Grade	Seniority Coefficient	Grade-based Shares	Grade-based Shares x Seniority	Contribution Recognition Coefficient	Contribution-based Bonus Shares	Fund adjustment Coefficient	Total ESOP Shares
1	Nguyễn Việt Cường	Chairman of the BOD	1.00	150,000	150,000	-	-	1.00	150,000
2	Trần Tuấn Minh	Member of the BOD	1.00	100,000	100,000	-	-	1.00	100,000
3	Hà Hoàng Dũng	Member of the BOD	1.00	100,000	100,000	-	-	1.00	100,000
4	Nguyễn Thanh Hải	Head of the BOS	1.00	50,000	50,000	-	-	1.00	50,000
5	Trần Xuân Cảnh	Member of the BOS	1.00	25,000	25,000	-	-	1.00	25,000
6	Mai Hiền Văn	Member of the BOS	1.00	25,000	25,000	-	-	1.00	25,000
7	Trịnh Thanh Cấn	Chief Executive Officer	1.00	150,000	150,000	2.80	415,000	0.99	565,000
8	Diệp Thế Anh	Deputy Chief Executive Officer	1.00	125,000	125,000	1.40	175,000	1.00	300,000
9	Lục Kim Thanh	Block Director	1.00	75,000	75,000	1.60	120,000	1.00	195,000
10	Lê Hoàng Tân	Block Director	1.00	75,000	75,000	2.20	155,000	0.94	230,000
11	Trần Kim Minh	Block Director	1.00	75,000	75,000	1.60	115,000	0.96	190,000
12	Nguyễn Thành An	Block Director	1.00	75,000	75,000	1.00	75,000	1.00	150,000
13	Trần Nhật Tiến	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
14	Nguyễn Tiên Hoàng Ngọc	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
15	Nguyễn Thị Thu Phương	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
16	Lê Thanh Việt Hoàng	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
17	Trịnh Duy Viết	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
18	Ngô Đăng Triều	Block Director	1.00	75,000	75,000	0.60	40,000	0.89	115,000
19	Nguyễn Thị Ánh Nguyệt	Block Director	1.00	75,000	75,000	-	-	1.00	75,000
20	Nguyễn Trần Thanh	Manager	1.00	20,000	20,000	1.20	22,000	0.92	42,000
21	Nguyễn Đình Tuấn	Manager	1.00	20,000	20,000	1.20	22,000	0.92	42,000
22	Lưu Thị Hoài Thu	Manager	0.50	20,000	10,000	2.00	40,000	1.00	50,000
23	Lương Duy Phước	Manager	1.00	20,000	20,000	-	-	1.00	20,000
24	Hoàng Ngọc Thanh Phương	Manager	0.75	20,000	15,000	1.20	22,000	0.92	37,000
25	Nguyễn Triệu Phát	Manager	1.00	20,000	20,000	2.00	45,000	1.13	65,000
26	Nguyễn Chí Cường	Manager	1.00	20,000	20,000	0.60	10,000	0.83	30,000
27	Nguyễn Lê Hồng Ngọc	Manager	1.00	20,000	20,000	1.60	30,000	0.94	50,000
28	Nguyễn Thị Thùy Trang	Manager	0.75	20,000	15,000	-	-	1.00	15,000
29	Lê Văn Thủy	Manager	0.50	20,000	10,000	-	-	1.00	10,000
30	Lê Anh Tuấn	Manager	0.75	20,000	15,000	-	-	1.00	15,000
31	Ngô Khánh Diệu	Manager	0.75	20,000	15,000	-	-	1.00	15,000
32	Nguyễn Tuấn Huy	Manager	1.00	20,000	20,000	1.00	20,000	1.00	40,000
33	Lê Ngọc Dũng	Manager	1.00	20,000	20,000	1.00	20,000	1.00	40,000

No.	Full Name	Grade	Seniority Coefficient	Grade-based Shares	Grade-based Shares x Seniority	Contribution Recognition Coefficient	Contribution-based Bonus Shares	Fund adjustment Coefficient	Total ESOP Shares
34	Trần Khánh Quân	Manager	0.75	20,000	15,000	-	-	1.00	15,000
35	Nguyễn Trúc Vy	Manager	1.00	20,000	20,000	2.00	85,000	2.13	105,000
36	Nguyễn Võ Khánh Hùng	Manager	0.75	20,000	15,000	0.60	10,000	0.83	25,000
37	Phan Thị Hồng Thắm	Manager	1.00	20,000	20,000	-	-	1.00	20,000
38	Trần Tuấn An	Manager	0.50	20,000	10,000	-	-	1.00	10,000
39	Huỳnh Anh Huy	Manager	1.00	20,000	20,000	-	-	1.00	20,000
40	Trương Quang Hiến	Manager	0.50	20,000	10,000	-	-	1.00	10,000
41	Bạch Thế Vũ	Manager	0.50	20,000	10,000	-	-	1.00	10,000
42	Chu Hoàng Long	Manager	0.50	20,000	10,000	2.00	40,000	1.00	50,000
43	Nguyễn Thái Tùng Quân	Manager	0.50	20,000	10,000	-	-	1.00	10,000
44	Nguyễn Huỳnh Mỹ Ngọc	Manager	0.75	20,000	15,000	1.00	20,000	1.00	35,000
45	Lê Nhật Ý	Manager	0.50	20,000	10,000	1.00	20,000	1.00	30,000
46	Đinh Thị Hồng Hạnh	Manager	1.00	20,000	20,000	-	-	1.00	20,000
47	Nguyễn Thảo Nhung	Manager	1.00	20,000	20,000	1.60	30,000	0.94	50,000
48	Đinh Thị Thương Thương	Manager	0.50	20,000	10,000	2.00	70,000	1.75	80,000
49	Phạm Tiến Đạt	Manager	0.50	20,000	10,000	0.20	4,000	1.00	14,000
50	Trần Đăng Nam	Manager	0.75	20,000	15,000	1.00	35,000	1.75	50,000
51	Đinh Công Nhật	Manager	0.50	20,000	10,000	1.60	30,000	0.94	40,000
52	Huỳnh Minh Thiện	Manager	1.00	20,000	20,000	1.00	20,000	1.00	40,000
	Total								3,750,000