

NOTICE OF PERSONNEL CHANGES

**To: State Securities Commission of vietnam
Vietnam Stock Exchange
Ho Chi Minh Stock Exchange**

Pursuant to the Decisions of the Board of Directors of Southeast Asia Commercial Joint Stock Bank (“SeABank”), we respectfully announce the following personnel changes of SeABank:

Appointment case:

1. Mr: Le Thanh Hai

- Previous Position Before Appointment: Head of Retail Banking Division.
- Appointed Position: Deputy General Director
- Term of Appointment: Three (3) years starting from January 11, 2025.
- Effective Date: January 11, 2025.

2. Mr: Bui Quoc Hieu

- Previous Position Before Appointment: Head of Credit Approval Division.
- Appointed Position: Deputy General Director
- Term of Appointment: Three (3) years starting from January 11, 2025.
- Effective Date: January 11, 2025.

This information was published on the company’s website on 13/01/2025, as in the link : www.seabank.com.vn.

Tài liệu đính kèm:

- *Decision no 36/2025/QĐ-HĐQT;*
- *Decision no 37/2025/QĐ-HĐQT;*
- *Information sheet of the appointed personnel.*

**O/B/O. BOARD OF DIRECTORS
CHAIRMAN
(signed)**

Le Van Tan

No: 36/2025/NQ-HDQT

Hanoi, January 11, 2025

RESOLUTION*Ref: Approval the appointment of Deputy General Director of SeABank***BOARD OF DIRECTORS
SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK**

- Pursuant to the Law on Credit Institutions 2024 and its guiding documents;
- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Labor Code 2019 and its guiding documents;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (“SeABank”);
- Pursuant to the Resolution of the Board of Directors No.35/2025/NQ-HDQT dated January 11, 2025;
- Considering the actual situation and the competency of staff,

DECIDES:

Article 1. Approval the appointment of Mr. Le Thanh Hai – Director of Retail Banking Division as Deputy General Director of SeABank, starting from January 11, 2025.

Article 2. Mr. Le Thanh Hai has the responsibility to:

1. Perform the functions and duties of the Deputy General Director in accordance with the Charter, other internal regulations of the Bank, the Labor Contract, the Law on Credit Institutions, the Law on Enterprises, and other relevant legal regulations.
2. Carry out tasks assigned under work allocation, authority delegation, authorization, and resolutions/decisions/directives of the Board of Directors and the General Director from time to time.
3. Execute tasks within the scope of functions, duties, and assigned work, delegated authority, and authorization with honesty, diligence, and in the Bank’s best interests; in alignment with the Bank’s orientation and strategy during each period.
4. Fulfill other responsibilities as stipulated by law, the Charter, and other relevant internal regulations of SeABank.

Article 3. The appointment term is: 03 (three) years from the effective date of this Decision.

Article 4. Mr. Le Thanh Hai is entitled to salary, allowances, bonuses, benefits, and other entitlements in accordance with SeABank's current regulations.

Article 5. This Decision takes effect from the date of signing. The General Director, Deputy General Directors, Mr. Le Thanh Hai, Heads of Divisions/Departments/Units, and other relevant individuals and units of SeABank are responsible for implementing this Decision.

Recipients:

- BOD, BOS (for reporting);
- As Article 5 (for implementation);
- Save Office of BOD.

**O/B/O. BOARD OF DIRECTORS
CHAIRMAN
(signed)**

Le Van Tan

No: 37/2025/NQ-HDQT

Hanoi, January 11, 2025

RESOLUTION*Ref: Approval the appointment of Deputy General Director of SeABank***BOARD OF DIRECTORS
SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK**

- Pursuant to the Law on Credit Institutions 2024 and its guiding documents;
- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Labor Code 2019 and its guiding documents;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (“SeABank”);
- Pursuant to the Resolution of the Board of Directors No.35/2025/NQ-HDQT dated January 11, 2025;
- Considering the actual situation and the competency of staff,

DECIDES:

Article 1. Approval the appointment of Mr. Bui Quoc Hieu – Director of Credit Approval Division as Deputy General Director of SeABank, starting from January 11, 2025.

Article 2. Mr. Bui Quoc Hieu has the responsibility to:

1. Perform the functions and duties of the Deputy General Director in accordance with the Charter, other internal regulations of the Bank, the Labor Contract, the Law on Credit Institutions, the Law on Enterprises, and other relevant legal regulations.
2. Carry out tasks assigned under work allocation, authority delegation, authorization, and resolutions/decisions/directives of the Board of Directors and the General Director from time to time.
3. Execute tasks within the scope of functions, duties, and assigned work, delegated authority, and authorization with honesty, diligence, and in the Bank’s best interests; in alignment with the Bank’s orientation and strategy during each period.
4. Fulfill other responsibilities as stipulated by law, the Charter, and other relevant internal regulations of SeABank.

Article 3. The appointment term is: 03 (three) years from the effective date of this Decision.

Article 4. Mr. Bui Quoc Hieu is entitled to salary, allowances, bonuses, benefits, and other entitlements in accordance with SeABank's current regulations.

Article 5. This Decision takes effect from the date of signing. The General Director, Deputy General Directors, Mr. Bui Quoc Hieu, Heads of Divisions/Departments/Units, and other relevant individuals and units of SeABank are responsible for implementing this Decision.

Recipients:

- BOD, BOS (for reporting);
- As Article 5 (for implementation);
- Save Office of BOD.

**O/B/O. BOARD OF DIRECTORS
CHAIRMAN
(signed)**

Le Van Tan