

**PROPOSAL ON THE TOTAL REMUNERATION,
BONUSES AND OTHER BENEFITS OF THE
BOARD OF DIRECTORS, AND THE SALARY,
REMUNERATION, BONUSES, OTHER
BENEFITS AND OPERATING BUDGET OF THE
BOARD OF SUPERVISORS IN 2026**

2026

Submit to: General Meeting of Shareholders of Vietinbank Securities Joint Stock Company

According to the provisions of the Charter on the Organization and Operation of Vietinbank Securities Joint Stock Company and based on the Company's business plan and profit in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following contents:

1. Total remuneration, bonuses and other benefits of the Board of Directors, and the salary, remuneration, bonuses, other benefits and operating budget of the Board of Supervisors of Vietinbank Securities Joint Stock Company in 2026, will be capped at a maximum of 6% of the Company's profit after tax in 2026.

2. The Board of Directors and the Board of Supervisors will determine the specific amounts and allocate them in accordance with the legal provisions and the regulations of the Company.

Respectfully submitting to the General Meeting of Shareholders for approval. *h n*

Hanoi, April 20, 2026

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



Tran Phuc Vinh