

DRAFT

PROPOSAL

(Re: Approval of The 2025 Profit Distribution Plan and the Proposed Plan for 2026; and the 2025 Remuneration of the Board of Directors and the Audit Committee and the Remuneration Plan for 2026)

To: The 2026 Annual General Meeting of Shareholders
of Viet First Securities Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Viet First Securities Corporation,

The Board of Directors of Viet First Securities Corporation hereby submits to the General Meeting of Shareholders for approval the profit distribution plan for 2025 and the proposed plan for 2026; the remuneration for the Board of Directors (BOD) and the Audit Committee for 2025, as well as the remuneration plan for 2026, as follows:

1. Profit Distribution Plan for 2025

No.	Description	Amount (VND)
1	Net profit after corporate income tax (CIT) 2025	148,950,281,510
2	Realized net profit	138,137,048,324
3	Appropriation to funds for the year 2025	13,813,704,832
	- Bonus Fund (5% of realized net profit)	6,906,852,416
	- Welfare Fund (5% of realized net profit)	6,906,852,416
4	Realized net profit for 2025 after fund appropriations	124,323,343,492
5	Retained earnings from previous years	153,064,213,624
6	Accumulated undistributed realized net profit after fund appropriations	277,387,557,116
7	Stock dividend for 2025 (10%)	139,967,442,000
8	Remaining accumulated profit after fund appropriations and 2025 dividend payment	137,420,115,116

2. Profit Distribution Plan for 2026

- 2026 Dividend rate: Expected at 10%.
- Appropriation of funds for 2026: The Board of Directors is authorized to based on the 2026 business results.

3. Remuneration and allowances for the Board of Directors and the Audit Committee in 2025:

No.	Description	Total Remuneration and Allowances for 2025 (VND)
1	Remuneration for the Chairman of the Board of Directors	120,000,000
2	Remuneration for the Vice Chairman of the Board of Directors	15,000,000
3	Remuneration/allowances for Members of the Board of Directors	135,000,000
	Total⁽¹⁾	270,000,000

(1) The remuneration of the Audit Committee in 2025 is 0 VND.

4. Proposed Remuneration Plan for the Board of Directors and the Audit Committee in 2026

Based on the Company's 2026 business plan, the Board of Directors hereby submits for approval from the General Meeting of Shareholders the remuneration and allowance levels for the Board of Directors in 2026 as follows:

No.	Description	2026 (VND)
1	Remuneration for the Chairman of the Board of Directors	10,000,000 per month
2	Remuneration/allowances for Members of the Board of Directors ⁽²⁾	10,000,000 per person per month

(2) Members of the Board of Directors concurrently serve at the Audit Committee. The Audit Committee will not receive remuneration in 2026.

5. Operating Budget of the Board of Directors for 2026

The operating budget of the Board of Directors covers the following expenses:

- Business hospitality expenses;
- Meeting and seminar expenses;
- Training expenses;
- Consulting fees and other service costs for the Board of Directors' operations;
- Bonus expenses

The operating budget of the Board of Directors in 2026 is 1.5% Profit after tax in 2025 (equivalent to an amount of 2,234,254,223 VND).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Audit Committee;
- Archives: GA.

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

NGHIEM PHUONG NHI