

DRAFT

PROPOSAL

(Re: Distribution of net profit of the year 2024 and Plan for 2025; the Remuneration of the Board of Directors and the Supervisory Board (BOS) for 2024 and the Remuneration Plan for 2025)

To: The 2025 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 respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2024 and the projection for 2025; the remuneration and allowances plan for the Board of Directors (BOD) and the Supervisory Board (SB) for 2024, as well as the remuneration plan for the Board of Directors for 2025 of the Company as follows:

1. Profit Distribution Plan for 2024

No.	Description	Amount (VND)
1	Net profit after corporate income tax (CIT) 2024	125,172,469,958
2	Realized net profit	117,502,813,083
3	Appropriation to funds for 2024	7,050,168,784
	- Reward Fund (3% of realized net profit)	3,525,084,392
	- Welfare Fund (3% of realized net profit)	3,525,084,392
4	Realized net profit for 2024 after fund appropriations	110,452,644,299
5	Retained earnings from previous years	242,285,989,325
6	Accumulated undistributed realized net profit after fund appropriations	352,738,633,624
7	2023 dividend payment in shares (8% rate)	96,000,000,000
8	2024 dividend payment in shares (8% rate) ⁽¹⁾	103,680,000,000
9	Remaining accumulated profit after fund appropriations and 2024 dividend payment	153,058,633,624

(1) The 2024 dividend payment in shares will be executed after the completion of the 2023 dividend payment. The 2024 dividend payout ratio is 8%, equivalent to a maximum value of VND 103,680,000,000 VND.

2. Profit Distribution Plan for 2025

- Dividend payout ratio for 2025: Projected at 10%.

- Appropriation of funds for 2025: The Board of Directors is authorized to determine the appropriations based on the company's business performance in 2025.

3. Remuneration and allowances for the Board of Directors and the Supervisory Board in 2024:

No.	Description	Annual Remuneration and Allowances for 2024 (VND)
1	Remuneration for the Chairpersons of the Board of Directors	111,136,365
2	Remuneration for the Vice Chairperson of the Board of Directors	67,222,224
3	Remuneration/allowances for Members of the Board of Directors	197,386,368
4	Remuneration for the Head of the Supervisory Board ⁽²⁾	20,454,547
5	Remuneration for Members of the Supervisory Board ⁽³⁾	16,363,634
	Total	412,563,138

(2), (3) The 2024 Annual General Meeting of Shareholders of Viet First Securities Corporation on April 20, 2024 approved the dismissal and election of members of the Board of Directors of the Company for the term 2024 - 2029 and changed the Company's management organization model, therefore, the Company's Supervisory Board only operates from January 2024 to April 2024. The remuneration of the Audit Committee in 2024 is 0 VND.

4. Plan for Remuneration Payment of the Board of Directors, Audit Committee in 2025

Based on the Company's 2025 business plan, the Board of Directors submits for approval from the General Meeting of Shareholders the remuneration levels for the Board of Directors in 2025 as follows:

No.	Description	2025
1	Remuneration for the Chairperson of the Board of Directors	10,000,000 per month
	Remuneration/allowances for Members of the Board of Directors ⁽⁴⁾	5,000,000 per person per month

(4) Members of the Board of Directors are currently assigned to work at the Audit Committee. The Audit Committee will not receive remuneration in 2025.

5. Operating Budget of the Board of Directors for 2025

The operating budget of the Board of Directors will cover the following expenses:

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

- Expenditure on rewards

The operating budget of the Board of Directors in 2025 is 1.5% Profit after tax in 2024 (equivalent to an amount of 1,877,587,049 VND).

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

Sincerely./.

Recipients:

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

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

NGHIEM PHUONG NHI