

**STATEMENT  
ON TOTAL REMUNERATION, DEDICATED ALLOWANCES AND  
OPERATING EXPENSES OF Members of the Board of Directors (BOD)  
AND THE Board of Supervisors (BOS) IN 2025**

Based on:

- Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024 and documents amending, supplementing and guiding its implementation;
- Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and documents amending, supplementing and guiding its implementation;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and documents amending, supplementing and guiding its implementation;
- Charter of Tin Viet Finance Joint Stock Company;

The Board of Directors (BOD) of Tin Viet Finance Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) for approval the total remuneration and dedicated allowances of the members of the Board of Directors (BOD) and the Board of Supervisors in 2024 as follows:

**1. Implementation status in 2024**

- The 2024 Annual General Meeting of Shareholders approved the total remuneration and dedicated allowances of members of the Board of Directors (BOD) and the Board of Supervisors in 2024 with a total amount of VND 5,325,590,000. VND . The actual result of remuneration and allowances in 2024 for members of the Board of Directors (BOD) and the Board of Supervisors is VND 4,324,057,142. .
- Details of remuneration and allowances for members of the Board of Directors (BOD) and the Board of Supervisors in 2024 are presented in detail in the 2024 Audited Financial Statements.
- In addition, in 2024, there will be a bonus payment for members of the Board of Directors (BOD) and the Board of Supervisors (using the bonus fund for executives from previous years) of 720,000,000. .

**2. Board of Directors (BOD) Proposal**

Based on the actual situation and at the same time aiming to continue to enhance the effectiveness of management and supervision to ensure the Company's operations are stable, safe and increasingly sustainable, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the following contents:

- The remuneration and allowances of the Board of Directors (BOD) and the Board of Supervisors in 2025 are VND 3,862,978,478 .



- The operating expenses of the Board of Directors (BOD) and the Board of Supervisors will be carried out in compliance with the Company's internal regulations and current legal regulations.
- Authorize the Board of Directors (BOD) to decide on remuneration, bonuses (if any) and other benefits for each member of the Board of Directors (BOD) based on the Company's business results.
- Authorize the Board of Supervisors to decide on remuneration, bonuses (if any) and other benefits for each member of the Board of Supervisors according to the resolution of the 2025 General Meeting of Shareholders.

Respectfully submit!

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



**Recipient:**

- Member of Board of Directors (BOD), Supervisory Board;
- Save: Documents, Board of Directors (BOD) Office.