

VietCredit [✓]	RESOLUTION	No.: 457/2026/VietCredit-NQ Date: April 20, 2026
	Approval for adjustment of the plan to increase charter capital under ESOP 2025	

**BOARD OF DIRECTORS
VIETCREDIT GENERAL FINANCE JOINT STOCK COMPANY**

Pursuant to

- The Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024 ;
- The Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;
- The Securities Law No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;
- The Charter of VietCredit General Finance Joint Stock Company (Company/VietCredit);
- The Regulations on the Organization and Operation of the Board of Directors (BOD);
- Resolution No. 296/2025/VietCredit-NQ dated April 25, 2025, of the Annual General Meeting of Shareholders 2025 of VietCredit Financial Joint Stock Company (now VietCredit General Financial Joint Stock Company);
- Resolution No. 334/2026/VietCredit-NQ dated March 26, 2026 of the BOD regarding the approval for implementation of the plan to increase charter capital under ESOP 2025;
- Proposal No. 451/2026/VietCredit-TT dated April 16, 2026 of the Chief Executive Officer regarding the adjustment of the ESOP 2025 capital increase plan;
- Pursuant to the Minutes summarizing the opinions of the Board of Directors members regarding the approval of Proposal No. 451/2026/VietCredit-TT dated April 16, 2026 of the Chief Executive Officer.

RESOLVES

- Article 1.** To approve the adjustment to the projected balance sheet and income statement for the year immediately following the charter capital increase under the ESOP 2025 share issuance plan, as proposed in Proposal No. 451/2026/VietCredit-TT dated April 16, 2026 of the Chief Executive Officer.
- Article 2:** To approve the adjusted share issuance plan under the ESOP 2025, as detailed in Appendix No. 01 attached to this Resolution.
- Article 3:** To assign/authorize the Chief Executive Officer to continue implementing the contents stipulated in Resolution No. 334/2026/VietCredit-NQ dated March 26, 2026 of the BOD regarding the implementation of the charter capital increase plan under ESOP 2025.
- Article 4.** This Resolution shall take effect from the date of signing. Members of the BOD, members of the Executive Board, and relevant units of the Company are responsible for implementing this Resolution.

**On behalf of the BOARD OF DIRECTORS
CHAIRPERSON**

Recipient :

- As per Article 4;
- Supervisory Board (for reporting);
- Filed at the Document Management Department and the Board of Directors' Office.



Nguyen Duc Phuong

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APPENDIX NO. 02

SHARE ISSUANCE PLAN UNDER THE ESOP PROGRAM 2025

I. Reasons and necessity

The share issuance plan under the ESOP Program in 2025 is implemented to enable members of the Board of Directors, Supervisory Board, Executive Board, and employees (who meet the eligibility criteria to participate in the program) to share in the development and success of VietCredit General Finance Joint Stock Company ("Company/VietCredit") by having the opportunity to own Company shares at a preferential price compared to the market price.

In addition, the issuance of stock under an employee stock option program aims to:

- Acknowledging the contributions of employees to the Company;
- Motivate employees to excel in their tasks;
- To encourage and enhance the roles, responsibilities, and rights of workers and employees to strive together and share in the company's successes;
- Attract and retain key employees who are dedicated, highly skilled, and experienced.

Furthermore, the plan to issue shares under the ESOP Program in 2025 will also contribute to the process of increasing VietCredit's charter capital to ensure the company's business needs and plans.

II. Plan for issuing shares under the ESOP Program in 2025

1. Overview of the issuance plan

- Stock name: Shares of Tin Viet General Finance Joint Stock Company
- Stock ticker: TIN
- Listing/Trading Platform: Upcom
- Type of security: Common stock
- Denomination: 10,000 VND
- Current charter capital: **VND 911,783,310,000**
- Number of shares outstanding: 91,178,331 shares
- Expected increase in charter capital: 9,110,000,000 VND
- Total number of shares expected to be issued: 911,000 shares
- **Expected charter capital after capital increase : 920,893,310,000 VND**
- Expected number of outstanding shares after issuance: 92,089,331 shares
- Estimated completion time: Within 2026.

2. Details of the release plan

No.	Option	Content
1	Type of stock	Common stock
2	Par value of shares	10,000 VND/share

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No.	Option	Content
3	Current charter capital	911,783,310,000 VND
4	Number of outstanding shares	91,178,331 shares
5	Number of treasury shares	0 shares
6	Number of shares expected to be issued	Maximum 911,000 shares
7	Total value of expected issuance at par value	Maximum amount: 9,110,000,000 VND
8	The buyer of the shares	The Company's employees, as listed and approved by the Board of Directors (hereinafter referred to as "Employees"), are those authorized by the General Meeting of Shareholders to decide and issue regulations and principles for determining the number of shares to be distributed to each Employee and the list of Employees eligible to purchase shares issued under the ESOP program.
9	Criteria for Employees Eligible to Participate in the ESOP Program	The basis for establishing employee performance evaluation standards for the ESOP program includes: <ul style="list-style-type: none"> • Years of service at the company; • Position or title held within the company; • Results of work completed in the most recent year. • Potential for growth and ability to contribute to the Company's operations in the future.
10	Issue price	10,000 VND/share
11	Transfer restrictions	The issued shares will be subject to a one-year transfer restriction from the date the issuance ends (which is the date the collection of payment for the shares from employees ends).
12	Procedure for handling unsold shares in cases where employees do not purchase or only purchase a portion of the shares. ("Shares to be distributed")	The General Meeting of Shareholders authorizes the Board of Directors to decide on the allocation of the shares to be distributed to other employees on the original ESOP list at the same issue price.
13	Estimated time of implementation	To be implemented in 2026
14	The plan ensures that the share issuance complies with regulations on foreign ownership ratios.	The General Meeting of Shareholders authorizes the Board of Directors to decide on a plan to ensure that the share issuance complies with regulations on foreign ownership ratios.

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III. Proposed Business Plan after Change in Registered Capital

1. **Expected business performance after changing the registered capital level.**
 - a. **Plan for using capital raised from the issuances.**

The additional capital from the two aforementioned issuances, estimated at a maximum of VND 9,110,000,000, will be used to supplement working capital for the Company's lending activities.

- b. **Expected balance sheet and income statement for the year immediately following the increase in charter capital.**

Balance Sheet (Unit: Million VND)

Target	2026	2027
ASSET		
Deposits at the State Bank of Vietnam	354	1,000
Deposits and loans to other credit institutions	2,532,079	3,500,000
Lending to customers	30,635,253	31,349,046
Remaining Assets	(286,686)	119,604
TOTAL ASSETS	32,881,000	34,969,651
Liabilities		
Deposits and loans from other credit institutions	11,808,189	11,715,742
Customer deposits	11,310,013	11,221,466
Issuing securities	4,598,797	4,562,793
Other debts	1,232,018	1,137,669
Total liabilities	28,949,018	28,637,669
Equity		
Registered capital	1,768,595	1,768,595
Funds of credit institutions	243,387	608,187
Undistributed profits	1,920,000	3,955,200
Total equity	3,931,982	6,331,982
TOTAL LIABILITIES AND EQUITY	32,881,000	34,969,651

Business Performance Report (Unit: Million VND)

Target	2026	2027
Operating revenue	6,269,816	9,829,223
Operating expenses	(570,208)	-848,441
Credit risk provisioning costs	(3,299,608)	-5,980,782
Profit before tax	2,400,000	3,000,000
Net profit after tax	1,920,000	2,400,000

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2. Assess the governance, management, and control capabilities of the Board of Directors, Supervisory Board, Executive Board, and internal control system with respect to the capital size and operational scale after the change in charter capital.

- The members of the Board of Directors, the Supervisory Board, and the Executive Board of the Company are individuals with professional ethics and expertise, always highly aware of the need to comply with the law, and always properly perform their duties and responsibilities in management, control, and operation. All members fully meet the required conditions, have many years of experience in the finance and banking sector, and are fully capable of effectively managing, operating, and supervising all activities of the Company.
- Risk management is a top priority for the company, and it applies the latest standards for risk quantification. Internal documentation is scientifically structured, logical, and comprehensive to ensure quick and accurate understanding for timely decision-making.
- The company continues to invest in a synchronized and modern information technology system, combined with investment in high-quality human resources with management capabilities to improve operational efficiency through the application of modern technology in business operations.
- The company has been and continues to accelerate its digital transformation efforts, modernizing its information technology systems and upgrading its core banking systems to meet the requirements of management, operation, and financial service provision.
- Based on historical data and development in the consumer finance sector, the company has analyzed, evaluated, and selected the most suitable customer segment and the best products with the lowest credit risk, generating the highest profit margin in its development strategy for the coming years.