

VIETCREDIT GENERAL FINANCE
JOINT STOCK COMPANY

Number: 346/2026/VietCredit-TT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

March 27, 2026

REPORT
REGARDING THE CONTINUATION OF THE EMPLOYEE STOCK ISSUANCE PLAN
UNDER THE COMPANY'S EMPLOYEE OPTION PROGRAM IN 2025
(ESOP Program 2025)

Pursuant to:

- *Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024;*
- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;*
- *Decree 155/2020/ND-CP dated December 31, 2020, provides detailed regulations for the implementation of several articles of the Securities Law and its amendments and supplements.*
- *Charter of VietCredit General Finance Company;*
- *Resolution No. 296/2025/VietCredit-NQ dated April 25, 2025, of the Annual General Meeting of Shareholders of the Company in 2025;*
- *The actual business performance of the Company.*

1. Report on the implementation status of the plan to issue shares under the employee stock option program in the company in 2025.

The General Meeting of Shareholders approved the plan for issuing shares under the employee stock option program in 2025 (hereinafter referred to as the 2025 ESOP Program) according to Resolution No. 296/2025/VietCredit-NQ dated April 25, 2025, which summarizes the plan as follows:

No.	Option	Content
1	Number of shares expected to be issued	A maximum of 911,783 shares (equivalent to 1% of the outstanding shares)
2	Total value of expected issuance at par value	Maximum amount: 9,117,830,000 VND
3	Issue price	10,000 VND/share
4	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).

To provide a basis for evaluating employees participating in the ESOP program, the Board of Directors reviewed and directed the implementation of the ESOP program in 2025 after the business results for 2025 were available. On March 25, 2026, the Board of Directors issued Resolution No. 318/2026/VietCredit-NQ on the implementation of the share issuance

plan under the ESOP program. Currently, the Company is finalizing the documents to submit to the State Bank of Vietnam for approval of the increase in charter capital. After approval by the State Bank of Vietnam, the Company will continue to carry out the procedures in accordance with the law to complete the ESOP program in 2025.

2. Contents to be presented at the General Meeting of Shareholders

With the above report, the Board of Directors of VietCredit respectfully submits to the General Shareholders's Meeting for approval the continuation of the ESOP Program in 2025, which was approved by the General Shareholders's Meeting according to Resolution No. 296/2025/VietCredit-NQ dated April 25, 2025, and the approval of the Principles for determining the number of shares to be distributed to each employee of the ESOP Program in 2025 (details in Appendix No. 01 attached to this submission).

Respectfully submitted!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipient:

- Members of the BOD and the Supervisory Board;
- File documents, BOD's Office.



Nguyen Duc Phuong

Appendix No. 01:**Principles for determining the number of shares to be distributed to each employee under the 2025 ESOP Program.**

The number of shares distributed to each individual is determined based on the conversion of points according to the criteria of (i) years of service (based on actual working time of employees at the Company as of February 28, 2026), (ii) position, (iii) level of contribution and development potential for each group, specifically as follows:

1.1. The target audience includes members of the BOARD OF DIRECTORS:

Position	Seniority	Conversion points		
		It has potential for development.	High development potential	The potential for growth is very high.
Member of the Board of Directors	Over 7 years	4.00	12.00	36.00
Member of the Board of Directors	From 3 to 7 years	4.00	12.00	24.00
Member of the Board of Directors	Under 3 years	4.00	8.00	12.00

1.2. The target group is members of the Supervisory Board:

Position	Seniority	Conversion points		
		It has potential for development.	High development potential	The potential for growth is very high.
Supervisory Board Member	Over 7 years	4.00	12.00	24.00
Supervisory Board Member	From 3 to 7 years	4.00	6.00	12.00
Supervisory Board Member	Under 3 years	4.00	6.00	8.00

1.3. The target group includes members of the Executive Board (General Director, Deputy General Director, Chief Accountant):

Position	Seniority	Conversion points			
		It has potential for development.	High development potential	The potential for growth is very high.	Outstanding growth potential
Board Member	Over 7 years	12.00	40.00	60.00	120.00
Board Member	From 3 to 7 years	12.00	32.00	40.00	100.00
Board Member	Under 3 years	8.00	20.00	24.00	80.00
Board Member	Less than 1 year	4.00	12.00	20.00	40.00

1.4. The target audience is the Director:

Position	Seniority	Conversion points			
		It has potential for development.	High development potential	The potential for growth is very high.	Outstanding growth potential
Manager	Over 5 years	8.00	10.00	12.00	14.00
Manager	From 3 to 5 years	6.00	8.00	10.00	12.00
Manager	From 1 to 3 years	4.00	6.00	8.00	10.00
Manager	Less than 1 year	2.80	4.00	6.00	8.00

1.5. The target audience includes Deputy Directors/Department Heads/Deputy Department Heads:

Position	Seniority	Conversion points			
		It has potential for development.	High development potential	The potential for growth is very high.	Outstanding growth potential
Deputy Director/Head of Department/Deputy Head	Over 3 years	2.80	4.00	8.00	10.00
Deputy Director/Head of Department/Deputy Head	From 1.5 to 3 years	2.80	4.00	6.00	8.00
Deputy Director/Head of Department/Deputy Head	From 1 to 1.5 years	2.00	2.80	6.00	8.00
Deputy Director/Head of Department/Deputy Head	Less than 1 year	1.00	2.80	4.00	6.00

1.6. The target audience includes Department Heads/Project Managers (PMs)/Specialists:

Position	Seniority	Conversion points			
		It has potential for development.	High development potential	The potential for growth is very high.	Outstanding growth potential
TBP/PM/CV	Over 5 years	2.00	2.80	4.80	6.00
TBP/PM/CV	From 3 to 5 years	2.00	2.80	4.40	4.80

TBP/PM/CV	From 1 to 3 years	2.00	2.80	4.00	4.40
TBP/PM/CV	Less than 1 year	1.00	2.00	2.80	4.00

1.7. Formula for calculating the number of shares purchased by each party.

Shares purchased by each employee = Total number of shares issued under the ESOP Program x number of points redeemed by each employee participating in the ESOP / Total number of points redeemed by all employees participating in the ESOP Program.

1.8. The principle of rounding the number of shares.

The number of shares distributed to each employee is rounded to the nearest hundred. If the remaining fractional shares after rounding are less than the total number of shares issued under the ESOP program (if any), they will be distributed to the employee with the highest converted points. If the total number of shares distributed to all employees participating in the ESOP program after rounding is higher than the total number of shares issued under the ESOP program (if any), the remaining shares will be deducted from the number of ESOP shares distributed to the employee with the highest converted points.

