VietCredit	**RESOLUTION** **Approving the Implementation of the Charter Capital Increase Plan under the 2025 Employee Stock Ownership Plan**	No.: 1174/2026/VietCredit-NQ Date: 13/08/2026

BOARD OF DIRECTORS
VIETCREDIT GENERAL FINANCE JOINT STOCK COMPANY

Pursuant to:

- *The Law on Credit Institutions No. 32/2024/QH15 dated 18/01/2024, as amended and supplemented;*
- *The Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented;*
- *The Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented;*
- *Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of certain articles of the Law on Securities, as amended and supplemented;*
- *Circular No. 118/2020/TT-BTC dated 31/12/2020 guiding certain contents on securities offerings and issuances, tender offers, share repurchases, registration of public companies and cancellation of public company status, as amended and supplemented;*
- *Official Letter No. 3239/QLGS6 dated 23/07/2026 of the State Bank of Vietnam approving the charter capital increase of VietCredit General Finance Joint Stock Company (VietCredit);*
- *The Charter of VietCredit General Finance Joint Stock Company (the Company/VietCredit);*
- *The Regulations on the Organization and Operation of the Board of Directors of the Company;*
- *Resolution No. 296/2025/VietCredit-NQ dated 25/04/2025 of the Annual General Meeting of Shareholders of the Company;*
- *Resolution No. 496/2026/VietCredit-NQ dated 24/04/2026 of the Annual General Meeting of Shareholders of the Company;*
- *Resolution No. 334/2026/VietCredit-NQ dated 26/03/2026 of the Board of Directors of the Company on approving the implementation of the charter capital increase plan under the 2025 Employee Stock Ownership Plan (the 2025 ESOP);*
- *Resolution No. 457/2026/VietCredit-NQ dated 20/04/2026 of the Board of Directors of the Company on approving the adjustment to the charter capital increase plan under the 2025 Employee Stock Ownership Plan (the 2025 ESOP);*
- *Proposal No. 1171/2026/VietCredit-TT dated 12/08/2026 of the Chief Executive Officer on approving the implementation of the charter capital increase plan under the 2025 ESOP;*
- *Minutes Summarizing Written Opinions of Members of the Board of Directors No. 1175/2026/VietCredit-BB dated 13/08/2026 on approving the implementation of the charter capital increase plan under the 2025 ESOP.*

RESOLVES

Article 1. To approve the issuance of the Regulations on the Issuance of Shares under the Employee Stock Ownership Plan (the "2025 ESOP Regulations"), as detailed in Appendix 01 attached to this Resolution.

Article 2. To approve the list of employees eligible to participate in the 2025 ESOP, as detailed in Appendix 02 attached to this Resolution.

Article 3. To approve the plan to ensure that the offering complies with the foreign ownership ratio applicable to the Company, specifically as follows:

1. The information on the foreign ownership ratio at the Company is as follows:

+ The current foreign ownership ratio of the Company (as of the latest record date for the list of shareholders, 31 July 2026): 1.02%
+ Pursuant to Official Letter No. 3885/UBCK-PTTT dated 23 July 2021 of the State Securities Commission of Vietnam regarding the notification dossier of the maximum foreign ownership ratio at VietCredit Finance Joint Stock Company (now VietCredit General Finance Joint Stock Company), the maximum foreign ownership ratio of the Company is 50%.

2. Plan to ensure compliance with the foreign ownership ratio:

+ The list of employees eligible to participate in the 2025 ESOP does not include any foreign individual or foreign investor; therefore, the distribution of ESOP shares will not change the maximum foreign ownership ratio of the Company.
+ Where employees do not subscribe for, or subscribe for only part of, the offered shares, the General Meeting of Shareholders has authorized the Board of Directors to reallocate the unsubscribed shares to other employees on the initial list of employees eligible to participate in the ESOP. Such reallocation will likewise not change the maximum foreign ownership ratio of the Company.

Article 4. To approve the reporting dossier for the issuance of shares under the 2025 ESOP.

Article 5. To assign and authorize the Chairman of the Board of Directors and the Chief Executive Officer of the Company to decide on and carry out the relevant procedures, including but not limited to the following:

- Deciding the specific timing of the issuance;
- Signing and approving relevant dossiers and documents in accordance with regulations;
- Carrying out the necessary procedures to report the issuance of shares to employees under the 2025 ESOP to the SSC; supplementing or amending the issuance plan and reporting dossier at the request of the SSC or for compliance with applicable laws; and reporting the issuance results to the SSC;
- Carrying out any other necessary work to complete the foregoing matters.

Article 6. This Resolution takes effect from the date of signing. Members of the Board of Directors, members of the Board of Management and relevant units of the Company shall be responsible for implementing this Resolution.

Recipients:
- As stated in Article 6;
- BOS (for reporting);
- Archived: Admin Dept., BOD Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0102766770 C.T.C.P. CÔNG TY TÀI CHÍNH TỔNG HỢP CỔ PHẦN TÍN VIỆT THÀNH PHỐ HÀ NỘI

Nguyen Duc Phuong

APPENDIX 01

REGULATIONS ON THE ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (2025 ESOP REGULATIONS)

(Issued together with Resolution No. 1174/2026/VietCredit-NQ dated 13/08/2026)

The 2025 Employee Stock Ownership Plan (hereinafter referred to as the "2025 ESOP") is implemented to enable eligible members of the Board of Directors, Board of Supervisors and Board of Management, and employees (who satisfy the conditions and criteria set out below) to participate in the plan and share in the growth and success of VietCredit General Finance Joint Stock Company (the "Company/VietCredit") by having the opportunity to own shares in the Company at a preferential price.

CHAPTER I

GENERAL PROVISIONS

ARTICLE 1. SCOPE AND APPLICABLE SUBJECTS

These Regulations apply to members of the Board of Directors, Board of Supervisors and Board of Management, and employees who satisfy the criteria set forth herein, are working at VietCredit and are specified in Article 5 of these Regulations.

These Regulations apply solely to shares issued under the 2025 ESOP pursuant to Resolutions No. 296/2025/VietCredit-NQ dated 25/04/2025 and No. 496/2026/VietCredit-NQ dated 24/04/2026 of the General Meeting of Shareholders of the Company.

ARTICLE 2. DEFINITIONS AND ABBREVIATIONS

In these Regulations, the following terms and abbreviations shall be construed as follows:

1.	Company/VietCredit	:	VietCredit General Finance Joint Stock Company
2.	Law on Credit Institutions	:	The Law on Credit Institutions No. 32/2024/QH15 dated 18 January 2024, as amended and supplemented as of the date of issuance of the 2025 ESOP Regulations
3.	GMS	:	General Meeting of Shareholders of the Company
4.	BOD	:	Board of Directors of the Company
5.	BOS	:	Board of Supervisors of the Company
6.	BOM	:	Board of Management of the Company
7.	Employees	:	Employees of the Company, including members of the BOD, members of the BOS, members of the BOM and other employees of the Company
8.	Shares	:	Shares of the Company

9.	SSC	:	State Securities Commission of Vietnam
10.	2025 ESOP	:	The 2025 Employee Stock Ownership Plan
11.	ESOP Participant	:	An employee eligible to subscribe for shares under the 2025 ESOP

ARTICLE 3. PURPOSES OF THE ESOP

1. To recognize the contributions of the Company's employees;
2. To motivate employees to perform their duties with excellence;
3. To encourage and enhance the roles, responsibilities and benefits of employees in jointly striving for and sharing in the Company's success;
4. To attract and retain dedicated key employees with strong professional capabilities and experience;
5. In addition, the share issuance plan under the 2025 ESOP will contribute to VietCredit's charter capital increase in order to meet the Company's business needs and plans.

CHAPTER II

REGULATIONS ON SHARES OFFERED AND RELATED CONDITIONS

ARTICLE 4. SHARE INFORMATION

1. Issuer: VietCredit General Finance Joint Stock Company
2. Type of shares: Ordinary shares
3. Par value: VND 10,000 per share
4. Total number of shares offered under the 2025 ESOP: 911,000 shares *(In words: Nine hundred and eleven thousand shares)*
5. Total par value of the offered shares: VND 9,110,000,000 *(In words: Nine billion one hundred and ten million Vietnamese dong)*
6. Eligible participants: Employees (as detailed in Article 5 of these Regulations)
7. Offer price: VND 10,000 per share
8. Transfer restriction: Shares offered under the 2025 ESOP shall be subject to a transfer restriction for one year from the closing date of the issuance.

ARTICLE 5. ELIGIBLE PARTICIPANTS AND EVALUATION CRITERIA

1. Eligible participants

The persons eligible to participate in the 2025 ESOP are employees of the Company, including members of the BOD, members of the BOS, members of the BOM and other employees who entered into official labor contracts with the Company before 28 February 2026.

2. Basis for establishing the evaluation criteria

The evaluation criteria for employees participating in the 2025 ESOP are based on:

a. Potential for development and contribution to the future growth of the Company;
b. The position currently held at the Company;
c. Length of service at the Company (calculated up to 28/02/2026).

ARTICLE 6. PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES ALLOCATED TO EACH PARTICIPANT

1. The number of shares allocated to each participant shall be determined based on the conversion scores for the following criteria: (1) position, (2) length of service *(based on the employee's actual period of service at the Company up to 28/02/2026)* and (3) level of contribution and development potential, specifically as follows:

a. Participants who are members of the BOD

Position	Length of service	Conversion score		
		Development potential	High development potential	Very high development potential
BOD Member	Over 7 years	4.00	12.00	36.00
BOD Member	From 3 to 7 years	4.00	12.00	24.00
BOD Member	Under 3 years	4.00	8.00	12.00

b. Participants who are members of the BOS

Position	Length of service	Conversion score		
		Development potential	High development potential	Very high development potential
BOS Member	Over 7 years	4.00	12.00	24.00
BOS Member	From 3 to 7 years	4.00	6.00	12.00
BOS Member	Under 3 years	4.00	6.00	8.00

c. Participants who are members of the BOM (Chief Executive Officer, Deputy Chief Executive Officers and Chief Accountant)

Position	Length of service	Conversion score			
		Development potential	High development potential	Very high development potential	Outstanding development potential
BOM Member	Over 7 years	12.00	40.00	60.00	120.00
BOM Member	From 3 to 7 years	12.00	32.00	40.00	100.00
BOM Member	Under 3 years	8.00	20.00	24.00	80.00
BOM Member	Under 1 year	4.00	12.00	20.00	40.00

d. Participants who are Director

Position	Length of service	Conversion score			
		Development potential	High development potential	Very high development potential	Outstanding development potential
Director	Over 5 years	8.00	10.00	12.00	14.00
Director	From 3 to 5 years	6.00	8.00	10.00	12.00
Director	From 1 to 3 years	4.00	6.00	8.00	10.00
Director	Under 1 year	2.80	4.00	6.00	8.00

e. Participants who are Deputy Director /Heads of Department/Deputy Heads of Department

Position	Length of service	Conversion score			
		Development potential	High development potential	Very high development potential	Outstanding development potential
Deputy Director/ Heads of Department/ Deputy Heads of Department	Over 3 years	2.80	4.00	8.00	10.00

Position	Length of service	Conversion score			
		Development potential	High development potential	Very high development potential	Outstanding development potential
Deputy Director/ Heads of Department/ Deputy Heads of Department	From 1.5 to 3 years	2.80	4.00	6.00	8.00
Deputy Director/ Heads of Department/ Deputy Heads of Department	From 1 to 1.5 years	2.00	2.80	6.00	8.00
Deputy Director/ Heads of Department/ Deputy Heads of Department	Under 1 year	1.00	2.80	4.00	6.00

f. Participants who are Section Head/Project Manager(PM)/Specialist

Position	Length of service	Conversion score			
		Development potential	High development potential	Very high development potential	Outstanding development potential
Section Head /PM /Specialist	Over 5 years	2.00	2.80	4.80	6.00
Section Head /PM /Specialist	From 3 to 5 years	2.00	2.80	4.40	4.80
Section Head /PM /Specialist	From 1 to 3 years	2.00	2.80	4.00	4.40
Section Head /PM /Specialist	Under 1 year	1.00	2.00	2.80	4.00

2. Formula for calculating the number of shares purchasable by each participant

The number of shares purchasable by each participant shall be calculated as follows:

$$\text{Number of shares purchasable by each participant} = \frac{\text{Total number of shares issued under the ESOP} \times \text{Conversion score of each employee participating in the ESOP}}{\text{Total conversion scores of all employees participating in the ESOP}}$$

3. Principles for rounding the number of shares

The number of shares allocated to each participant shall be rounded down to the nearest hundred *(any remainder of fewer than 100 shares shall be rounded down; accordingly, the number of shares purchasable by each participant shall be a multiple of 100)*;

Any shares remaining as a result of such rounding down (if any) shall be allocated to the participant with the highest conversion score, provided that the total number of shares allocated does not exceed the total number of shares issued under the 2025 ESOP.

ARTICLE 7. TRANSFER OF PURCHASE RIGHTS

1. Employees eligible to participate in the 2025 ESOP may not transfer their rights to purchase ESOP shares;
2. During the transfer restriction period, if rights such as bonus shares, rights to purchase additionally issued shares or share dividends arise in respect of the shares offered to an ESOP Participant, the additional shares resulting from the exercise of such rights shall not be subject to the transfer restriction.

ARTICLE 8. HANDLING OF UNSUBSCRIBED SHARES

Where employees eligible to participate in the 2025 ESOP do not subscribe for, or subscribe for only part of, the offered shares, the General Meeting of Shareholders has authorized the BOD to reallocate the unsubscribed shares to other employees on the initial ESOP list at the same offer price of VND 10,000 per share. Such shares shall be subject to a transfer restriction for one year from the closing date of the issuance.

ARTICLE 9. HANDLING WHERE AN ESOP PARTICIPANT LEAVES THE COMPANY DURING THE TRANSFER RESTRICTION PERIOD

1. Obligation to sell back the shares

a. An ESOP Participant who leaves the Company during the transfer restriction period shall be obliged to sell back to the Company all shares that remain subject to the transfer restriction at the offer price applicable to the 2025 ESOP issuance (VND 10,000 per share).

b. The Company shall have the right, but not the obligation, to repurchase the shares purchased by the ESOP Participant under the 2025 ESOP that remain subject to the transfer restriction when the employee leaves the Company.

c. Where an ESOP Participant ceases to work for the Company due to retirement or death, or is reassigned or transferred pursuant to a decision of the Company, such participant shall retain all rights in respect of the shares purchased under the ESOP and shall not be required to sell them back as set out above.

d. Where an ESOP Participant is subject to labor disciplinary action or dismissal in accordance with the Company's regulations and applicable labor laws, such participant shall, upon the Company's request, sell back to the Company the shares that remain subject to the transfer restriction at the offer price applicable to the 2025 ESOP issuance (VND 10,000 per share).

e. The transferor shall be responsible for paying all relevant taxes and fees (if any).

2. Method of repurchase: The Company shall repurchase the shares as treasury shares.

ARTICLE 10. PROCEDURES FOR REGISTRATION AND PAYMENT FOR ESOP SHARES

1. Employees eligible to participate in the 2025 ESOP shall complete and sign the ESOP Share Subscription Application in the form attached to these Regulations.
2. Payment for shares: Payment shall be made in Vietnamese dong by bank transfer to the Company's escrow account, details of which are as follows:

- Account holder: VietCredit General Finance Joint Stock Company
- Account No.: 0043333898989
- Opened at: Viet Capital Commercial Joint Stock Bank – Hanoi Branch
- Transfer description: [Employee's full name] – [Citizen Identity Card/Identity Card No.] pays for [Number of shares subscribed for] 2025 ESOP shares.

  (Example: Nguyen Van A - 012345678910 – payment for 10,000 2025 ESOP shares)

3. Time and place for completing the registration procedures and making payment for the 2025 ESOP shares: As notified by the Company after the SSC issues a written notice acknowledging receipt of the complete reporting documents for the issuance of shares under the employee stock ownership plan.

ARTICLE 11. RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE 2025 ESOP

1. To be legally responsible for the lawful origin of funds used to contribute capital to, purchase or receive transfers of shares in VietCredit; not to use credit granted by a credit institution or foreign bank branch, or proceeds from the issuance of corporate bonds, to purchase or receive transfers of shares in VietCredit; and not to contribute capital to or purchase shares in VietCredit in the name of another individual or legal entity in any form, except through entrustment as permitted by law.
2. A shareholder entrusted to invest for another organization or individual shall provide VietCredit with information on the beneficial owner of the shares held under such investment entrustment in VietCredit. VietCredit shall have the right to suspend the shareholder rights of any shareholder entrusted to invest if such shareholder fails to provide, or provides incomplete or inaccurate, information on the beneficial owner of the shares.
3. To comply with the provisions of the Law on Credit Institutions regarding share ownership limits applicable to shareholders and shareholders together with their related persons, under which:

- An individual shareholder may not own shares exceeding 5% of VietCredit's charter capital;
- An institutional shareholder may not own shares exceeding 10% of VietCredit's charter

capital;

- A shareholder together with its related persons may not own shares exceeding 15% of VietCredit's charter capital.

4. To comply with the laws governing major shareholders and major shareholders together with their related persons, under which:

- A major shareholder of VietCredit together with its related persons may not own 5% or more of the charter capital of another credit institution;
- To comply with the relevant provisions of the Law on Credit Institutions and other relevant legislative documents.

5. To enjoy all rights and perform all obligations of an ordinary shareholder in accordance with law, the Company's Charter and these Regulations.
6. To cooperate with the Company in completing the share transfer procedures set out in Article 9 of these Regulations.
7. To disclose information and pay taxes and other costs (if any) in accordance with applicable laws in relation to the 2025 ESOP shares.
8. To perform other obligations stipulated in these Regulations.

CHAPTER III

IMPLEMENTATION PROVISIONS

ARTICLE 12. AMENDMENTS AND SUPPLEMENTS TO THE ESOP REGULATIONS

1. Pursuant to the authorization of the General Meeting of Shareholders, the BOD shall be the highest competent authority to amend and supplement these Regulations as appropriate to the Company's circumstances and actual requirements;
2. Where new laws relating to the issuance of shares under the ESOP are promulgated, these Regulations shall be amended accordingly;
3. These Regulations comprise three chapters and 12 articles and shall take effect from the date of signing of the Resolution promulgating them.

ESOP SHARE SUBSCRIPTION APPLICATION FORM

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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To: VietCredit General Finance Joint Stock Company (the Company/VietCredit)

Full name: ....

Position: ....

Department/Division/Center: ....

Citizen Identity Card/Identity Card/Passport No.: .... Date of issue: ....

Place of issue:...

Securities trading account No. (if any):...

Opened at: ....

Having carefully reviewed VietCredit's Regulations on the Issuance of Shares under the Employee Stock Ownership Plan (hereinafter referred to as the "2025 ESOP Regulations"), issued together with Resolution No. …../2026/VietCredit-NQ dated …./…./2026 of the BOD, I hereby apply to subscribe for shares under the 2025 ESOP as follows:

1	Number of shares eligible for subscription under the 2025 ESOP Regulations:	.... shares. In words: ....
2	Number of shares subscribed for:	.... shares. In words: ....
3	Amount payable:	In figures: .... In words: ....

I hereby undertake that:

- I voluntarily apply to subscribe for the number of shares stated above after carefully reviewing the Company's 2025 ESOP Regulations.

- I shall keep confidential all information relating to the 2025 ESOP.
- I shall comply with applicable laws, the Company's Charter and the 2025 ESOP Regulations, and acknowledge and unconditionally undertake to perform all responsibilities applicable to a participant in the Company's 2025 ESOP.
- My undertakings and obligations to the Company arising from this Application under the 2025 ESOP Regulations are irrevocable, and I acknowledge all rights of the Company under the 2025 ESOP Regulations.
- I undertake to complete all share subscription and payment procedures in accordance with the Company's 2025 ESOP Regulations.
- I undertake to be legally responsible for the lawful origin of funds used to purchase shares in the Company; not to use credit granted by credit institutions or foreign bank branches to purchase shares in the Company; and not to purchase shares in the Company in the name of another individual or legal entity in any form, except through entrustment as permitted by law;
- Where I act as an investment trustee as permitted by law, I undertake to provide complete information on the beneficial owner of the shares entrusted to me for investment in the Company;
- I shall comply with the provisions of the Law on Credit Institutions regarding share ownership limits applicable to shareholders and shareholders together with their related persons;
- I shall comply with the laws governing major shareholders and major shareholders together with their related persons.

APPLICANT

(Signature and full name)

APPENDIX 02

LIST OF EMPLOYEES ELIGIBLE TO PARTICIPATE IN THE 2025 ESOP

(Issued together with Resolution No. 1174/2026/VietCredit-NQ dated 13/08/2026)

No.	Full name	Position	Number of shares entitled to purchase
1	Nguyen Duc Phuong	Chairman of the Board of Directors	30.000
2	Nguyen Duc Huynh	Member of the Board of Directors	10.000
3	Nguyen Lan Trung Anh	Member of the Board of Directors	10.000
4	Ho Minh Tam	Chief Executive Officer	30.000
5	Le Huu Son	Standing Deputy Chief Executive Officer	201.500
6	Le Huu Toan	Deputy Chief Executive Officer	60.000
7	Do Trong Diep	Deputy Chief Executive Officer	50.000
8	Nguyen Hoai Nam	Deputy Chief Executive Officer	50.000
9	Vo Thi Phuong Thao	Chief Accountant	60.000
10	Nguyen Tan Huy	Director	10.000
11	Bui Thi Nhat Linh	Head of the Board of Supervisors	15.000
12	Nguyen Dang Thanh	Chief of Office	10.000
13	Nguyen Thi Viet Hang	Head of Department	10.000
14	Hoang Hai Yen	Specialist	7.000
15	Nguyen Van Dung	Deputy Head of Department	7.000
16	Le Minh Triet	Head of Department	2.500
17	Bui Thi Men	Section Head	10.000
18	Vi My Ngoc	Deputy Head of Department	10.000
19	Nguyen Hoang Nhat Tien	Head of Department	7.000
20	Le Thi Huong	Deputy Head of Department	10.000
21	Nguyen Tung Cuong	Specialist	5.000
22	Dinh Quy Don	Head of Department	10.000
23	Nguyen Thuy Huong	Head of Department	5.000
24	Le Huu Song	Head of Department	15.000
25	Le Van Luu	Director	15.000
26	Tran Chi Hieu	Deputy Director	7.000

No.	Full name	Position	Number of shares entitled to purchase
27	Mai Thi Ha Giang	Specialist	11.000
28	Luu Thi Ngoc Anh	Project Manager (PM)	7.000
29	Hoang Thanh	Head of Department	7.000
30	Nguyen Thanh Tuyen 6	Section Head	7.000
31	Pham Trung Hieu	Section Head	10.000
32	Pham Thi Lan	Section Head	7.000
33	Nguyen Van Kien	Section Head	7.000
34	Lam Trong Nghia 1	Section Head	7.000
35	Dinh Ngoc Quy	Section Head	10.000
36	Nguyen Manh Linh 2	Expert	7.000
37	Tran Sy Nam	Head of Department	15.000
38	Phan Nguyen Minh Chau	Head of Department	10.000
39	Tran Thanh Thuan 3	Deputy Head of Department	7.000
40	Tran Quang Trung 2	Head of Department	7.000
41	Nguyen Long Hai 1	Head of Department	7.000
42	Tran Thi Van Anh 2	Deputy Head of Department	7.000
43	Hoang Thi My Hanh	Section Head	7.000
44	Tong Thi Minh Trang	Head of Department	20.000
45	Ta Quynh Trang	Director	20.000
46	Nguyen Thi Ngoc Quyen 1	Section Head	5.000
47	Nguyen Thuy Linh	Director	15.000
48	Nguyen Phuong Thao	Head of Department	7.000
49	Tran Van Lap	Director	10.000
50	Ngo Ho Quang Hieu	Director	10.000
51	Phan Thanh Gian	Director	20.000
52	Nguyen Nhu Hieu	Director	7.000
TOTAL			**911,000**