

**PROPOSAL ON THE TOTAL REMUNERATION,  
BONUSES AND OTHER BENEFITS OF THE  
BOARD OF DIRECTORS, AND THE SALARY,  
REMUNERATION, BONUSES, OTHER  
BENEFITS AND OPERATING BUDGET OF THE  
BOARD OF SUPERVISORS IN 2025**

**2025**

**Submit to: General Meeting of Shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company**

According to the provisions of the Charter on the Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company and based on the Company's business plan and profit in 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following contents:

1. Total remuneration, bonuses and other benefits of the Board of Directors, and the salary, remuneration, bonuses, other benefits and operating budget of the Board of Supervisors of Vietnam Bank for Industry and Trade Securities Joint Stock Company in 2025, will be capped at a maximum of 6% of the Company's profit after tax in 2025.

2. The Board of Directors and the Board of Supervisors will determine the specific amounts and allocate them in accordance with the legal provisions and the regulations of the Company.

Respectfully submitting to the General Meeting of Shareholders for approval. *h y*

*Hanoi, April 25, 2025*

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN** *[Signature]*



**Tran Phuc Vinh**