

Số/No: 2404.01/2025/CV-CKCT07+12

V/v: Công bố thông tin Biên bản họp và Nghị quyết
ĐHĐCĐ thường niên 2025 của VietinBank Securities
Ref: Information disclosure of Meeting Minutes
and Resolution of 2025 Annual General Meeting
of Shareholders of VietinBank Securities

Hà Nội, ngày 24 tháng 04 năm 2025
Hanoi, April 24, 2025

CÔNG BỐ THÔNG TIN INFORMATION DISCLOSURE

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission*
- Sở Giao dịch Chứng khoán Việt Nam/ *Vietnam Stock Exchange*
- Sở Giao dịch Chứng khoán TP.Hồ Chí Minh/ *Hochiminh Stock Exchange*
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*

- Tên tổ chức: Công ty Cổ phần Chứng khoán Ngân hàng Công thương Việt Nam
The Organization name: Vietnam Bank for Industry and Trade Securities Joint Stock Company
- Mã chứng khoán/ *Securities code: CTS*
- Địa chỉ trụ sở chính: Tầng 1 đến Tầng 4, Tòa nhà N02-T2 Khu Đoàn ngoại giao, phường Xuân Tảo, Quận Bắc Từ Liêm, Thành phố Hà Nội.
Head office address: 1st to 4th Floor, Building N02-T2 Diplomatic Corps Area, Xuan Tao Ward, Bac Tu Liem District, Hanoi.
- Điện thoại/Telephone: 024. 3974 1771 Fax: 024. 3974 1760
- Email: congbothongtin@cts.vn
- Người thực hiện công bố thông tin/ *Submitted by:*
 - Họ và tên/Full name: **Trần Phúc Vinh/ Tran Phuc Vinh**
 - Chức vụ/Position: Chủ tịch Hội đồng quản trị/ *Chairman of the Board of Directors*
 - Địa chỉ: Tầng 1 đến Tầng 4, Tòa nhà N02-T2 Khu Đoàn ngoại giao, phường Xuân Tảo, Quận Bắc Từ Liêm, Thành phố Hà Nội
Address: 1st to 4th Floor, Building N02-T2 Diplomatic Corps Area, Xuan Tao Ward, Bac Tu Liem District, Hanoi.
 - Điện thoại cơ quan/Telephone: 024. 3974 1771 Fax: 024. 3974 1760

Loại thông tin công bố: ☒ Định kỳ ☐ Bất thường ☐ Theo yêu cầu

Information disclosure type: ☒ Periodic ☐ Irregular ☐ On demand

Nội dung thông tin công bố/ *Content of information disclosure:*

Công ty Cổ phần Chứng khoán Ngân hàng Công thương Việt Nam (VietinBank Securities) công bố thông tin Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên 2025 kèm theo các Báo cáo, Tờ trình ĐHĐCĐ thường niên 2025 của Công ty.

(Chi tiết theo tài liệu đính kèm)



Vietnam Bank For Industry And Trade Securities Joint Stock Company (VietinBank Securities) announces the Meeting Minutes and Resolution of 2025 Annual General Meeting of Shareholders along with the Reports, Proposals for the 2025 Annual General Meeting of Shareholders of the Company.

(Details in the attached document)

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/04/2025 tại đường dẫn: <https://www.cts.vn/2025/04/24/vietinbank-securities-cbtt-bien-ban-hop-va-nghi-quyet-dhdcđ-thuong-nien-2025/>

This information was published on the Company's website on April 24, 2025 at this link: <https://www.cts.vn/2025/04/24/vietinbank-securities-cbtt-bien-ban-hop-va-nghi-quyet-dhdcđ-thuong-nien-2025/>

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./

We hereby commit that the above information is true and take full responsibility before the law for the contents of published information.

Nơi nhận/ Recipients:

- Như trên/As above;
- Lưu/Archive: TVTCĐN, VP. HĐQT, TCHC./ Corporate Finance Advisory Department, HR & Administration, BOD's Office.

Tài liệu đính kèm/ Attached documents:

- Biên bản họp ĐHĐCĐ thường niên 2025 số 01/2025/BBH-ĐHĐCĐ-CKCT ngày 24/04/2025 /Meeting Minutes of 2025 Annual General Meeting of Shareholders No. 01/2025/BBH-ĐHĐCĐ-CKCT on April 24, 2025;
- Nghị quyết ĐHĐCĐ thường niên 2025 số 01/2025/NQ-ĐHĐCĐ-CKCT ngày 24/04/2025 /Resolution of 2025 Annual General Meeting of Shareholders No. 01/2025/NQ-ĐHĐCĐ-CKCT on April 24, 2025.

**NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ**

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS**



Trần Phúc Vinh/ Tran Phuc Vinh



No: 01/2025/BBH-DHDCD-CKCT

Hanoi, April 24, 2025

MEETING MINUTES

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIETNAM BANK FOR INDUSTRY AND TRADE SECURITIES JOINT STOCK COMPANY

- The Business name** : Vietnam Bank for Industry and Trade Securities Joint Stock Company.
- License for establishment and operation** : No. 107/UBCK-GP issued by the State Securities Commission on July 1, 2009 and the amended Establishment and Operation Licenses No. 36/GPDC-UBCK dated June 13, 2019, No. 97/GPDC-UBCK dated October 10, 2022, No. 62/GPDC-UBCK dated August 1, 2023 and No. 103/GPDC-UBCK dated January 17, 2025, all issued by the State Securities Commission.
- Business Registration Number** : 0101078450
- Head office** : 1st to 4th floor, Building N02-T2 Diplomatic Corps Area, Xuan Tao Ward, Bac Tu Liem District, Hanoi.
- Method of holding the 2025 Annual General Meeting of Shareholders (“GMS”/“AGM”)** : In-person.
- Voting method for each issue at the AGM** : In-person voting.
- Election method at the AGM** : In-person voting, cumulative voting.
- Meeting venue** : 4th floor, Building N02-T2 Diplomatic Corps Area, Xuan Tao Ward, Bac Tu Liem District, Hanoi.
- Meeting time** : From 07:30 A.M, April 24, 2025.
- Participants of the AGM** :
- Shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company (“Vietinbank Securities Company”/“the Company”) whose names appear on the list of shareholders as of the record date (March 27, 2025) provided by Vietnam Securities Depository and Clearing Corporation;
- Invited guests.

Total number of : 10 delegate, representing 08 shareholders owning shareholders, 112,511,062 shares with voting rights, corresponding to shareholder 112,511,062 votes, accounting for 75.6436% of the total representatives voting shares of the Company.
attending the meeting
and total number of
corresponding votes

SUMMARY OF THE MEETING:

A. LEGALITY AND VALIDITY OF THE MEETING:

AGM was officially opened at 08:06 A.M on April 24, 2025.

AGM listened to Mr. Vo An Hai - Head of the Shareholders' Eligibility Verification Committee announced the Report on the results of the shareholder eligibility verification as of 08:06 A.M on April 24, 2025 as follows:

- The total number of shares issued by the Company is: **148,738,311** Ordinary shares.
- The total number of shares with voting rights is: **148,738,311** shares, corresponding to the total of **148,738,311** voting shares of the Company.
- Shareholders invited to attend the General Meeting include: All shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company whose names appear on the list of shareholders as of the Record Date (March 27, 2025), provided by Vietnam Securities Depository and Clearing Corporation. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize their representatives to attend.
- The total number of shareholders, authorized representatives of institutional shareholders, authorized persons (hereinafter referred to as "**delegates**") attending the meeting at 08:06 A.M on April 24, 2025 is: **07** delegates, representing **05** shareholders owning **112,501,560** shares with voting rights, corresponding to **112,501,560** votes, accounting for **75.6372%** of the total voting shares of the Company.

In which:

- + Shareholders attending the meeting in person: **02** shareholders;
- + Authorized representatives of institutional shareholders attending the meeting: **03** people;
- + Authorized persons attending the meeting: **02** people.

The above delegates are fully qualified to attend and vote at the AGM.

According to the provisions of the Law on Enterprises No. 59/2020/QH14 and the Charter on Organization and Operation ("**Charter**") of Vietnam Bank for Industry and Trade Securities Joint Stock Company, the 2025 AGM of Vietnam Bank for Industry and Trade Securities Joint Stock Company was legal, valid and eligible to be conducted.

The Organizing Committee continued to register late-arriving delegates at the AGM even after the meeting has opened. Delegates have the right to vote immediately at the AGM upon completing their registration.

B. CONTENT AND AGENDA OF THE MEETING:

I. Instructions on Principles and regulations for voting at the Meeting:

The AGM listened to Mr. Vo An Hai- Head of the Shareholders' Eligibility Verification Committee, present the guidelines on Principles and regulations for voting at the Meeting.

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,060 votes. The number of valid votes is 112,511,060 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

II. Election of the Presiding Committee, election of the Secretariat and election of the Vote Counting Committee:

To preside over the AGM and conduct the elections and vote counting of the meeting, the AGM elected the Presiding Committee and the Vote Counting Committee.

After listening to the list of expected personnel introduced by the Organizing Committee, the AGM voted to approve the Presiding Committee, which consists of the following three (03) members:

1. Mr. Tran Phuc Vinh - Chairman of the Board of Directors (BOD) of the Company – Chairperson;
2. Mr. Vu Duc Manh - Member of the Board of Directors, General Director of the Company - Member;
3. Mr. Dang Anh Hao - Member of the Board of Directors, Deputy General Director of the Company - Member.

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,060 votes. The number of valid votes is 112,511,060 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

The Presiding Committee, on behalf of the AGM, appointed the AGM's Secretariat to record the content and agenda of the AGM, compose the draft of the Minutes and Resolution of the Meeting, including the following members:

1. Ms. Pham Thi Thanh Mai - Company Secretary
2. Mr. Dao Duc Thinh - Risk Management Specialist

Next, the Presiding Committee introduced and the AGM elected the AGM's Vote Counting Committee consisting of the following three (03) members:

1. Mr. Vo An Hai – Head of the Internal Control and Inspection Department – Head of the Board;
2. Mr. Le Huy Tue – Head of IT Department – Member;
3. Ms. Nguyen Thi Thuy Linh – Head of Internal Audit Department – Member;

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,060 votes. The number of valid votes is 112,511,060 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

III. Approval of the Meeting Agenda and Regulation on organizing the 2025 Annual General Meeting of Shareholders:

1. The AGM listened to Mr. Tran Phuc Vinh - Chairman of the Board of Directors of the Company, Chairperson present the draft Meeting Agenda.

The AGM voted to approve the Meeting Agenda.

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,060 votes. The number of valid votes is 112,511,060 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

2. The AGM listened to Mr. Dang Anh Hao, a Member of the Board of Directors and Deputy General Director of the Company, as well as a member of the Presiding Committee, present the draft Regulations on organizing the 2025 Annual General Meeting of Shareholders of the Company.

The AGM voted to approve the Regulations for organizing the 2025 Annual General Meeting of Shareholders.

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,060 votes. The number of valid votes is 112,511,060 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

IV. Main content of the AGM:

1. Proposals submitted to the AGM:

The AGM listened to the presentation of the Reports and Proposals (attached documents):

- Mr. Dang Anh Hao - Member of the Board of Directors and Deputy General Director of the Company, presented the Board of Directors' (BOD) Report on the Company's business management in 2024, the governance and the

performance of the BOD and its members in 2024, and the business orientation in 2025;

- Ms. Phan Thi Thu Hang - Head of the Company's Board of Supervisors, presented the Board of Supervisors' (BOS) Report on its activities and the results of its assigned duties and powers in 2024, and orientation for 2025;
- Ms. Nguyen Thi Anh Thu - Chief Accountant of the Company, presented the Proposal of 2024 Audited Financial Statements;
- Mr. Vu Duc Manh - Member of the Board of Directors and the General Director of the Company, presented The Proposal of the 2024 Profit Distribution Plan and The Proposal of the 2025 Business Plan, Profit and Dividend;
- Ms. Phan Thi Thu Hang - Head of the Company's Board of Supervisors, presented The Proposal on selection of an Independent auditor to review/audit the Financial Statements and the semi-annual/annual Financial Safety Ratio Report for 2025 of the Company;
- Mr. Vu Duc Manh - Member of the Board of Directors and General Director of the Company, presented The 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; and Proposal on the Plan of increasing charter capital through the issuance of shares for dividend payments of the Company;
- Mr. Tran Phuc Vinh - Chairman of the Board of Directors of the Company, presented The Proposal on dismissal and additional election of the members to the Company's Board of Directors.

2. Discussion and approval of Reports and Proposals:

The Meeting discussed the contents of the Reports and Proposals presented at the AGM. The AGM agreed with the contents presented and explained at the Meeting and had no further comments.

The AGM conducted a vote to approve the contents of the Reports and Proposals to the AGM.

3. Voting results for approval of the contents of Report and Proposal submitted to the AGM:

The AGM listened to Mr. Vo An Hai - Head of the Vote Counting Committee, announce the Minutes of the vote counting for the approval of the Report and Proposal to the AGM:

- Total number of Voting Slips issued: 112,511,062 votes, accounting for 75.6436% of the Company's Voting shares.
- Total number of Voting Slips of shareholders attending and voting ("the vote"): 112,511,060 votes, accounting for 75.6436% of the Company's Voting shares.

Voting results:

- a. Approval of the Board of Directors' (BOD) Report on the Company's business management in 2024, the governance and the performance of the BOD and its members in 2024, and the business orientation in 2025
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- b. Approval of the Board of Supervisors' (BOS) Report on its activities and the results of its assigned duties and powers in 2024, and orientation for 2025
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- c. Approval of the 2024 Audited Financial Statements
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- d. Approval of the Proposal on the 2024 Profit Distribution Plan
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- e. Approval of the Proposal on the 2025 Business Plan, Profit, and Dividend
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*

- f. Approval of the Proposal on selection of an Independent auditor to review/audit the Financial Statements and semi-annual/annual Financial Safety Ratio report for 2025 of the Company
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- g. Approval of the Proposal on the total remuneration, bonuses, and other benefits of the Board of Directors, and the salaries, remuneration, bonuses, other benefits, and operating budget of the Board of Supervisors in 2025
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- h. Approval of the Proposal on the Plan of increasing charter capital through the issuance of shares for dividend payments of the Company
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- i. Approval of the Proposal on dismissal and additional election of the members to the Company's Board of Directors
- (i1) Approval of the dismissal of Mr. Dang Anh Hao from the position of Member of the Board of Directors of the Company from April 24, 2025:
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
 - Number of invalid votes: 0 votes, accounting for 0% of shares attending;
- Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.*
- (i2) Approval of the dismissal of Mrs. Pham Thi Huyen Trang from the position of Independent member of the Board of Directors of the Company from April 24, 2025:



- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
- Number of invalid votes: 0 votes, accounting for 0% of shares attending;

Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

(i3) Approval of the additional election of members to the Company's Board of Directors with the following contents:

- The number of additional members to be elected to the Company's Board of Directors is 02 (two), including at least 01 (one) Independent Member of the Board of Directors.
- The term of the additional members and the independent members of the Board of Directors shall start from April 24, 2025, to April 9, 2029.
- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
- Number of invalid votes: 0 votes, accounting for 0% of shares attending;

Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

(i4) Approval of the list of candidates to be submitted to the General Meeting of Shareholders for the additional election to the Company's Board of Directors:

- Number of valid votes: 112,511,060 votes, accounting for 100% of shares attending;
- Number of invalid votes: 0 votes, accounting for 0% of shares attending;

Voting results: The number of agreed votes is 112,511,060 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

4. Additional election of members to the Company's Board of Directors:

The AGM listened to Mr. Dang Anh Hao – Member of the Presiding Committee, presented the Draft Regulation on the additional election of members to the Company's Board of Directors.

The AGM voted to approve the Regulation on the additional election of members to the Company's Board of Directors.

Voting results: Total number of voting shares of shareholders attending and voting is: 112,511,062 votes. The number of valid votes is 112,511,062 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,062 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.



The AGM process with the additional election of members to the Company's Board of Directors.

5. Results of additional election of members to the Company's Board of Directors:

The AGM listened to Mr. Vo An Hai, Head of the Vote Counting Committee, announced the Minutes of vote counting for the additional election of members to the Company's Board of Directors. Accordingly:

The following persons were elected as Members of the Board of Directors of Vietnam Bank for Industry and Trade Securities Joint Stock Company with a term from April 24, 2025 to the end of April 09, 2029:

No.	Full name	Elected position	Number of voting shares	Accounting for the percentage of the total voting shares by all shareholders attending and voting
1	Bui Thi Thanh Thuy	Member of the Board of Directors	112,508,544	99.9978%
2	Pham Viet Hung	Independent member of the Board of Directors	112,508,544	99.9978%

V. Contents approved by the General Meeting of Shareholders:

1. Approval of the Board of Directors' (BOD) Report on the Company's business management in 2024, the governance and the performance of the BOD and its members in 2024, and the business orientation in 2025 with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
2. Approval of the Board of Supervisors' (BOS) Report on its activities and the results of its assigned duties and powers in 2024, and orientation for 2025 with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
3. Approval of the 2024 Audited Financial Statements with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
4. Approval of the Proposal of the 2024 Profit Distribution Plan with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
5. Approval of the Proposal of the 2025 Business Plan, Profit, and Dividend with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.

6. Approval of the Proposal on selection of an Independent Auditor to review/audit the Financial Statements and semi-annual/annual Financial Safety Ratio report for 2025 of the Company with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
7. Approval of the 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 with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
8. Approval of the Proposal on the Plan of increasing charter capital through the issuance of shares for dividend payments of the Company with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
9. Approval of the Proposal on dismissal and additional election of members to the Company's Board of Directors, specifically:
 - 9.1. Approval of the dismissal of Mr. Dang Anh Hao from the position of Member of the Board of Directors of the Company from April 24, 2025 with an approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
 - 9.2. Approval of the dismissal of Mrs. Pham Thi Huyen Trang from the position of Independent Member of the Company's Board of Directors from April 24, 2025 with an approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
 - 9.3. Approval of the additional election of members of the Company's Board of Directors with the following contents:
 - The number of additional members to be elected to the Company's Board of Directors is 02 (two), including at least 01 (one) Independent Member of the Board of Directors.
 - The term of the additional members and the independent members of the Board of Directors shall start from April 24, 2025 to April 9, 2029.with the approval rate of **100%** of the total agreed votes by all shareholders attending and voting.
10. Approval of the additional election of members of Vietnam Bank for Industry and Trade Securities Joint Stock Company's Board of Directors for the term starting from April 24, 2025 to the end of April 09, 2029:
 - Mrs. Bui Thi Thanh Thuy – Member of the Board of Directors.
 - Mr. Pham Viet Hung – Independent member of the Board of Directors.

VI. Content arising outside the approved Agenda:

No.

VII. Approval of the Minutes and Resolutions of the AGM:

These Minutes and the Draft Resolution of the 2025 Annual General Meeting of Shareholders were read to the entire AGM and voted for approval.



The AGM voted to approve the Minutes and the Draft Resolution of the 2025 Annual General Meeting of Shareholders.

Voting results to approve the Minutes of the 2025 Annual General Meeting of Shareholders: Total number of voting shares of shareholders attending and voting is: 112,511,062 votes. The number of valid votes is 112,511,062 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,062 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

Voting results to approve the Draft Resolution of the 2025 Annual General Meeting of Shareholders: Total number of voting shares of shareholders attending and voting is: 112,511,062 votes. The number of valid votes is 112,511,062 votes, representing 100%; invalid votes are 0 votes, accounting for 0%. The number of agreed votes is 112,511,062 votes, representing 100%; disagreed votes are 0 votes, accounting for 0%; votes with no comment are 0 votes, representing 0%.

This Minutes was prepared at 11:55 A.M on April 24, 2025 immediately after the conclusion of the 2025 Annual General Meeting of Shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company.

SECRETARY

**ON BEHALF OF GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**


Pham Thi Thanh Mai


Dao Duc Thinh


Tran Phuc Vinh



Attached documents:

- Report on the results of the shareholder eligibility verification;
- Regulations on organizing the 2025 AGM;
- Reports, Proposals for the 2025 AGM and attached documents;
- Regulation on additional election of members to the Company's Board of Directors;
- Minutes of the vote counting;
- Minutes of vote counting for additional election of members to the Company's Board of Directors;
- Other relevant documents.

No: 01/2025/NQ-DHDCD-CKCT

Hanoi, April 24, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS
VIETNAM BANK FOR INDUSTRY AND TRADE SECURITIES
JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements and guiding documents on implementation;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements and guiding documents on implementation;

*Pursuant to the Charter of Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company ("**The Company**");*

Pursuant to Regulation on Organization of 2025 Annual General Meeting of shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company passed by the General Meeting of Shareholders on April 24, 2025;

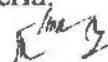
Pursuant to Meeting minutes of the 2025 Annual General Meeting of shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company on April 24, 2025;

RESOLVED:

Article 1. To approve the Board of Directors' (BOD) Report on the Company's business management in 2024, the governance and the performance of the BOD and its members in 2024, and the business orientation in 2025 (*Attached documents*).

Article 2. To approve the Board of Supervisors' (BOS) Report on its activities and the results of its assigned duties and powers in 2024, and orientation for 2025 (*Attached documents*).

Article 3. To approve the 2024 Financial Statements of the Company audited by Deloitte Vietnam Audit Company Limited with the following basic criteria;



Unit: VND

Items	Amount
1. Total assets	8,698,121,752,031
2. Liabilities	6,445,212,840,277
3. Owners' equity, of which:	2,252,908,911,754
- Share capital	1,487,383,110,000
- Share premium	7,429,080,553
- Treasury share	-
- Operational risk and financial reserve	7,000,641,200
- Undistributed profit	751,096,080,001
+ Realized profit after tax	679,190,110,930
+ Unrealized profit	71,905,969,071
Total revenue	1,038,844,167,688
4. (=Total operating income + Financial income + Other income)	
Total expenses	751,452,642,910
5. (=Total operating expenses + General and Administrative expenses + Financial expenses + Other expense)	
6. Profit before tax	287,391,524,778
7. Profit after tax (*)	231,086,774,298
7.1. Realized profit	242,552,063,493
7.2. Unrealized profit	(11,465,289,195)

(*) According to the accounting regime applicable to securities companies issued by the Ministry of Finance together with Circular No. 210/2014/TT-BTC dated December 30, 2014 and Circular No. 334/2016/TT-BTC dated December 27, 2016 amending and supplementing Circular No. 210/2014/TT-BTC.

Article 4. To approve the 2024 Profit Distribution Plan as follows:

Unit: VND

Items	Amount
1. Profit after tax in 2024 according to Financial Statements (FS)	231,086,774,298
In which: Realized profit after tax in 2024 according to financial statements (**)	242,552,063,493
2. Bonus, Welfare Fund	24,604,000,000
3. Realized profit after tax in 2024 remaining after appropriation to required fund	217,948,063,493

(**) The appropriation to the required fund is calculated based on the Company's realized profit after tax in 2024.

Article 5. To approve the 2025 Business Plan, Profits, and Dividends of the Company with the following basic criteria:

Unit: VND

Items	Amount
1. Profit before tax	297,400,000,000
2. Expected Dividend Yield (%)	9%

The General Meeting of Shareholders authorizes the BOD of Vietnam Joint Stock Commercial Bank for Industry and Trade Securities Joint Stock Company to proactively review, research, and adjust the business plan, profits, and dividends for 2025 in accordance with the actual situation and to disclose information as required by legal provisions.

Article 6. To approve the List of independent auditing firms and authorize the Company's BOD to decide on the selection of 01 (one) out of the 04 (four) independent auditing firms below to review/audit the Financial Statements and semi-annual/annual Financial Safety Ratio Report for 2025 of the Company, ensuring quality, efficiency at reasonable costs and in accordance with the provisions of law:

- Deloitte Vietnam Audit Company Limited;
- Ernst & Young Vietnam Limited;
- KPMG Limited;
- PwC (Vietnam) Limited.

Article 7. To approve 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 as follows:

- 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 6% of the Company's profit after tax in 2025.
- 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.

Article 8. To approve the Plan of increasing charter capital through the issuance of shares for dividend payments of the Company as follows:

8.1. Plan of increasing charter capital through the issuance of shares for dividend payments from undistributed after-tax profits by the end of 2024 of the Company:



❖ **Amount of incremental charter capital:**

- Charter capital at the time of issuance: VND 1,487,383,110,000
- Expected additional charter capital: VND 639,574,730,000
- Expected total charter capital after completing all shares issuance for dividend payments: VND 2,126,957,840,000

❖ **Plan to Increase Charter Capital through the Issuance of Shares for Dividend Payment:**

- Name of issued shares : Shares of Vietnam Bank for Industry and Trade Securities Joint Stock Company.
- Stock symbol : CTS
- Type of shares : Ordinary shares
- Par value : VND 10,000/share (Ten thousand dong per share).
- Total issued shares : 148,738,311 shares.
- Number of treasury shares : 0 share.
- Number of outstanding shares : 148,738,311 shares.
- Number of expected issued shares : 63,957,473 shares.
- Expected total number of shares after completing all shares issuance for dividend payments : 212,695,784 shares.
- Estimated Total Issuance Value (at Par Value) : 639,574,730,000 VND.
(The number of shares to be issued and the total specific issuance value will be determined based on the number of outstanding shares as of the record date for exercising to receive stock dividends of the Company).
- Issuance ratio : 43%, corresponding to the right exercise ratio of 100 : 43
(The number of shares to be issued, total issuance value at par value, specific issuance ratio will be implemented in accordance to approval of the competent Authority).

- Issued to : Existing shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company, whose names are on the shareholders list as determined by Vietnam Securities Depository and Clearing Corporation as of the record date to exercise the right receive stock dividends in accordance with the approved issuance plan and in accordance with the provisions of law.
- Source of fund : Undistributed after-tax profits by the end of 2024 of the Company *(based on data in the audited 2024 financial statements) (Details in Appendix 01 attached)*.
- Issuance period : In 2025, the General Meeting of Shareholders (GMS) authorizes the Board of Directors (BOD) to decide on the specific issuance time after receiving approval from the competent authority.
- Completion time : The period for completing the increase in charter capital shall be implemented according to the provisions of the license/approval of the competent authority.
- Solution for dealing with fractional shares : The number of dividends shares to be received by each shareholder will be rounded down to the nearest whole share to ensure that the total number of distributed shares does not exceed the total number of shares to be issued. Any fractional shares (if any) will be canceled and not implemented, and the new charter capital will be registered based on the actual number of shares distributed.

For example: As of the record date for the stock dividend issuance, shareholder A owning 10 shares of the Company will receive 4.3 the number of newly issued dividends share, however, due to rounding down to the nearest whole share, shareholder A will actually receive 4 new shares and the remaining 0.3 fractional share(s) will be canceled.

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- Register additional securities, Supplementary Listing, and Admission to Trading : The additional issued shares will be registered for deposit at the Vietnam Securities Depository and Clearing Corporation and additionally listed at the Ho Chi Minh City Stock Exchange in accordance with current laws.
- Other contents : As stated in the Plan of increasing charter capital through shares issuance for dividend payments of the Company.

8.2. The General Meeting of Shareholders:

- Approve the *"Plan of increasing charter capital through shares issuance for dividend payments from undistributed after-tax profits by the end of 2024"* of the Company.
- Approve the amendment of the Company's Charter on Organization and Operation in accordance with the updated charter capital and the increased number of shares.
- Approve the registration of an additional securities depository at Vietnam Securities Depository and Clearing Corporation (VSDC), registration of additional listing of shares issued according to the above issuance plan at the Ho Chi Minh City Stock Exchange (HOSE).
- Approve the authorization of the General Meeting of Shareholders and assignment to the Company's Board of Directors:
 - + Decide, adjust and complete the Company's *"Plan of increasing charter capital through shares issuance for dividend payments"* based on the approval of the competent authority/request of the competent authority (if any).
 - + Approve the revised content, consolidate the full text, and promulgate the Charter of Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company in accordance with the updated charter capital and the increased number of shares.
 - + Decide, approve the contents and implement all necessary tasks and procedures to implement: increase charter capital, issue shares to pay dividends, change the Company's Establishment and Operation License and Business Registration Certificate, register additional securities at VSDC, register additional listing of shares at HOSE and other procedures as prescribed by law.
 - + Decide on other issues related to increasing the Company's charter capital.

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Article 9. To approve the Proposal on dismissal and additional election of the member to the Company's Board of Directors as follows:

- 9.1. Approval of the dismissal of Mr. Dang Anh Hao from the position of Member of the Board of Directors of the Company from April 24, 2025.
- 9.2. Approval of the dismissal of Ms. Pham Thi Huyen Trang from the position of Independent Member of the Company's Board of Directors from April 24, 2025.
- 9.3. Approval of the additional election of members of the Company's Board of Directors with the following contents:
 - The number of additional members to be elected to the Company's Board of Directors is 02 (two), including at least 01 (one) Independent Member of the Board of Directors.
 - The term of the additional members and the independent members of the Board of Directors shall start from April 24, 2025 to April 9, 2029.

Article 10. To approve the additional election of members of Vietnam Bank for Industry and Trade Securities Joint Stock Company's Board of Directors for the term starting from April 24, 2025 to April 9, 2029:

- Ms. Bui Thi Thanh Thuy – Member of Board of Directors.
- Mr. Pham Viet Hung – Independent Member of Board of Directors.

Article 11. Implementation Terms:

- 11.1. This Resolution was approved in full by the 2025 Annual General Meeting of Shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company and takes effect from April 24, 2025.
- 11.2. The members of the Board of Directors, Supervisors, and members of the Board of General Directors of the Company are responsible for implementing this Resolution and organizing the implementation of the Resolution in accordance with their functions and powers, based on compliance with the provisions of the Law and the Charter of Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company.

Recipients:

- As per Article 11;
- SSC, VNX, HSX, HNX;
- The Company's Website;
- Archived at: HR & Administration Department, BOD' Office.

**ON BEHALF OF GENERAL MEETING
OF SHAREHOLDERS**

CHAIRPERSON



Tran Phuc Vinh

REPORT OF THE BOARD OF DIRECTORS

2025

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

The Board of Directors (BOD) of Vietnam Bank for Industry and Trade Securities Joint Stock Company (the Company/VietinBank Securities) respectfully submit the following report to the Valued shareholders:

- Assessment of the Company's business management activities in 2024;
- Governance and performance of the BOD and BOD members in 2024;
- Business orientation for 2025.

OVERVIEW OF THE STOCK MARKET IN 2024:

The year 2024 continued to present significant challenges for the global economy and international stock markets in general, as well as Vietnam's economy and stock market in particular. These challenges stemmed from both domestic and international factors, including the slower-than-expected rate cuts by the FED and other major central banks in Europe, the UK, Canada, and Australia amid persistently complex inflation trends, which have yet to reach target levels, thereby affecting consumption demand in Vietnam's major export markets. Geopolitical conflicts and ineffective stimulus packages aimed at reviving China's real estate market also raised concerns among investors about economic growth prospects. Additionally, the Vietnamese stock market faced pressure from macroeconomic factors such as the unexpected surge in exchange rates in early June 2024, prompting the State Bank of Vietnam (SBV) to flexibly manage monetary policy to support economic recovery and growth. Domestic gold prices continuously hit historical peaks due to global geopolitical instability, leading the SBV to adjust its gold-selling methods through four state-owned banks. Banks encountered excess liquidity risks as they were required to increase provisions for bad debts if they granted credit to customers severely affected by macroeconomic fluctuations since 2022.

Under these circumstances, the Vietnamese stock market in 2024 exhibited unpredictable movements. The VN-Index surged by over 160 points from late December 2023 to the end of March 2024 but then fluctuated widely within the 1,200–1,300-point range for the remainder of the year, closing at 1,266.78 points at the end of 2024, reflecting a 12.11% increase compared to the closing level at the end of 2023 (1,129.93 points). The market capitalization of the VN-Index at the end of 2024 was recorded at VND 5,252.24 trillion, marking a 16.33% increase from the end of 2023. The market's average trading volume in 2024 was 641.74 million matched shares per session, a 4.4% decrease from 2023, but the average matched trading value reached VND 16,410.13 billion per session, up 21.1% from 2023.

Regarding newly opened accounts, the number of investors opening accounts continued to increase at a significantly stronger pace than in previous periods. Specifically, in 2024, domestic investors opened over 2 million new securities accounts, more than five times the number in 2023, while foreign investors opened nearly 2,400 new accounts. This brought the total number of investor accounts in the Vietnamese stock market to over 9.29 million as of December 31, 2024, an increase of 27.5% compared to the end of 2023.

In terms of foreign investor trading activities, foreign investors recorded a record net sell of VND 90,269.03 billion on HOSE in 2024, a substantial increase compared to the net sell value of VND 24,670.75 billion in 2023. Notably, foreign investor selling pressure surged sharply in Q2 2024, primarily due to the unexpected rise of the USD/VND exchange rate, which approached its historical peak of 25,500 VND.

Amidst the stock market's unpredictable fluctuations, securities companies displayed varied business performance in 2024. While some companies, including VietinBank Securities, SSI, SHS, and HCM, achieved profit growth compared to 2023, others, such as VND and VDS, experienced a decline in business results.

I. ASSESSMENT OF COMPANY BUSINESS MANAGEMENT IN 2024

1. Business Operations

By the end of 2024, the Company's total revenue and other income reached VND 1,038.84 billion, while pre-tax profit amounted to VND 287.39 billion, reflecting a 24.48% increase from 2023 and achieving 102.56% of the pre-tax profit target assigned by the General Meeting of Shareholders (VND 280.223 billion). After-tax profit reached VND 231.09 billion, marking a 23.31% increase from 2023. Specifically:

Unit: VND

No.	Items	Implementation		Implementation rate in 2024 compared to 2023
		2024	2023	
I	Revenue	1,036,052,431,257	1,148,978,927,439	90.17%
1.1	Gain from financial assets at fair value through profit/loss (FVTPL)	391,767,991,951	533,828,174,904	73.39%
1.2	Gain from available-for-sale (AFS) financial assets	64,879,576,528	72,374,821,001	89.64%
1.3	Gain from loans and receivables	319,637,893,115	253,381,553,614	126.15%
1.4	Gain from held-to-maturity (HTM) investments	119,525,223,514	162,032,721,280	73.77%
1.5	Revenue from securities brokerage services	105,190,238,623	100,344,090,765	104.83%

No.	Items	Implementation		Implementation rate in 2024 compared to 2023
		2024	2023	
1.6	Revenue from underwriting and securities issuance agent services	1,120,000,000	2,321,818,182	48.24%
1.7	Revenue from financial advisory services	8,865,183,340	5,534,272,727	160.19%
1.8	Revenue from securities depository services	12,989,457,983	13,946,258,320	93.14%
1.9	Other operating income	8,271,188,358	467,674,964	1,768.58 %
1.10	Financial income	3,805,677,845	4,747,541,682	80.16%
II	Other income	2,791,736,431	951,759,241	293.32%
III	Expenses	751,452,642,910	919,058,920,093	81.76%
3.1	Operating expenses + General and Administrative expenses	494,594,610,512	577,200,878,585	85.69%
3.2	Financial expenses	256,343,679,748	341,794,385,505	75.00%
3.3	Other expenses	514,352,650	63,656,003	808.02%
IV	Accounting Profit Before Tax	287,391,524,778	230,871,766,587	124.48%
4.1	Realized profit	301,723,136,270	338,893,201,377	89.03%
4.2	Unrealized profit	(14,331,611,492)	(108,021,434,790)	13.27%
V	Accounting Profit After Tax (*)	231,086,774,298	187,400,623,843	123.31%
5.1	Realized profit	242,552,063,493	273,599,321,211	88.65%
5.2	Unrealized profit	(11,465,289,195)	(86,198,697,368)	13.30%

(Source: The Company's audited financial statements in 2024)

(*) According to the accounting standards applicable to securities companies issued by the Ministry of Finance under Circular No. 210/2014/TT-BTC dated December 30, 2014, and Circular No. 334/2016/TT-BTC dated December 27, 2016, amending and supplementing Circular No. 210/2014/TT-BTC.

2. Evaluation of Main Business Operations

The Company's results in 2024 primarily stem from its core business activities, including securities investment and capital trading, brokerage and margin lending, as well as corporate financial advisory services. Specifically:

2.1. Securities Investment and Treasury Activities

Proprietary Investment Activities: In 2024, amid unpredictable developments in the stock market, the Company closely adhered to the strategic direction set at the beginning of the year for proprietary trading. It strengthened risk management for its portfolio and implemented safe, flexible, and efficient investment strategies. By the end of 2024, the Company's Gain from financial assets at fair value through profit/loss (FVTPL) and Gain from available-for-sale (AFS) financial assets reached VND 391.77 billion and VND 64.88 billion, respectively. The Company also intensified its bond investment activities, with the total value of its unlisted corporate bond investment portfolio reaching VND 725.31 billion as of December 31, 2024, marking a 46.65% increase compared to the beginning of the year.

Treasury Activities: In 2024, both domestic and international financial markets continued to face multiple challenges due to persistently high global interest rates, significant fluctuations in the VND/USD exchange rate, rising gold prices, and an overall challenging economic environment. In Vietnam, the strong surge in credit demand from the second half of the year drove interest rates upward, posing significant challenges for the Company's Treasury activities. In response, the Company proactively negotiated with both domestic and international financial institutions to increase credit limits, ensuring liquidity for business operations while optimizing funding costs. By the end of 2024, the Company had established and expanded relationships with more than 40 credit institutions, financial institutions, and businesses both domestically and internationally. The total credit limit, borrowing limit, and guarantees granted to the Company as of December 31, 2024, converted into VND, amounted to nearly VND 23,500 billion. Additionally, the Company actively implemented various Treasury strategies to enhance revenue and profitability throughout the year.

2.2. Brokerage and Securities Margin Lending Activities

In 2024, the Company continued to strengthen its securities brokerage activities and expand its margin lending operations, achieving positive results. Specifically:

- The Company's total revenue from brokerage services for 2024 reached VND 105.19 billion, representing a 4.83% increase compared to 2023. The number of newly opened regular securities trading accounts recorded by the Company was 5,227, marking a sharp increase of 109.42% compared to 2023

- The Company's loan receivables from margin activities at the end of 2024 stood at VND 3,193.56 billion, up 17.32% compared to the end of 2023. Total revenue from interest income from margin lending in 2024 amounted to VND 306.99 billion, reflecting a 26.59% increase compared to the previous year. Throughout the year, the Company ensured compliance with the margin loan limit, keeping it within 200% of equity as stipulated by the margin trading regulations of the State Securities Commission.

2.3. Corporate Financial Advisory and Securities Issuance Agent Activities

In 2024, the Company's corporate financial advisory and securities issuance agency activities continued to face numerous challenges. However, through the collective efforts of the leadership and employees across the Company's advisory units, improvements were made in

market presence, product diversification, and service quality enhancement. As a result, the Company's corporate financial advisory operations saw significant positive developments. Over the course of the year, the Company successfully signed 56 new advisory and issuance agency contracts, representing a 40% increase compared to 2023. Total revenue from advisory and issuance agency activities reached VND 9.99 billion in 2024, up 27.10% compared to 2023. Specifically, revenue from corporate financial advisory services amounted to VND 8.87 billion, reflecting a 60.19% increase, while revenue from issuance agency activities reached VND 1.12 billion.

3. Evaluation of Support Activities and Risk Management

3.1. Research, Analysis, and Product Development Activities

In 2024, the Company's research, analysis, and product development activities continued to provide investors with valuable insights and recommendations through various reports and in-depth analyses. These reports served as strategic guidance, supporting the Company's securities brokerage division and other internal departments. Additionally, the product development division focused on software upgrade projects, participation in the KRX project, and other initiatives. Furthermore, the Company conducted surveys/research on new products and developed marketing programs (Customer Appreciation Program on the Company's anniversary, Trade & Earn Rewards, the "Travel with VietinBank Securities" program, and a special transaction fee waiver for customers linking their VietinBank payment accounts with VietinBank Securities accounts,...) to enhance brand recognition and attract new customers while maintaining existing accounts.

3.2. Accounting and Financial Management

In 2024, the Company's accounting and financial management operations continued to ensure close coordination between internal units. This collaboration ensured timely, accurate, and transparent tracking and accounting of all assets, capital sources, business investments, and customer securities transaction account balances in compliance with regulatory requirements. The financial accounting team also effectively supported internal departments in managing and balancing capital to ensure safe and stable liquidity while complying with all legally mandated financial safety ratios.

3.3. Information Technology Activities

In addition to ensuring stable and continuous operation of the Company's Information Technology (IT) system, a major project was undertaken in 2024 to relocate all IT infrastructure—including network equipment, servers, storage systems, and transmission lines from 306 Bà Triệu to a professional Data Center (DC) managed by CMC (This transition established a standardized connectivity model linking the headquarters, branches, and the Bà Triệu transaction office to the new DC while ensuring proper connectivity with Stock Exchanges in accordance with regulatory requirements). The Company also continued implementing multiple software projects aimed at improving service quality and customer experience, with completion expected in 2025.

To strengthen system security, the Company actively collaborated with partners and the IT Center of VietinBank to conduct a comprehensive review of its entire IT infrastructure and

security policies. These efforts ensured compliance with Stock Exchange regulations and the State Securities Commission's requirements.

3.4. Internal Control and Risk Management

In 2024, the Company continued monitoring, preventing, detecting, and addressing risks that could impact the interests of both the Company and its customers in accordance with corporate policies and legal regulations. Risk management remained a priority and was integrated into all business activities. The Company proactively identified potential risks, issued warnings, and implemented measures to mitigate losses in business operations. The Executive Board and risk control teams regularly assessed risks in investment activities, capital trading, margin lending, overdue and matured debts, transaction risks, operational risks, and risks associated with new products and services. This proactive approach enabled timely risk warnings and effective risk management strategies.

3.5. Human Resource and Compensation Management

In 2024, the Company continued to focus on human resource development policies, emphasizing the recruitment of skilled personnel, internal promotions, and workforce restructuring to strengthen operational efficiency. The Company also enhanced training programs through high-quality internal and external courses to support employee development.

The Company's compensation system remained performance-based, with salary adjustments aligned with KPI evaluations. This ensured that employee contributions were accurately assessed and appropriately rewarded. Additionally, the Company continued refining its compensation structure to attract and retain highly skilled and experienced employees, thereby fostering a strong foundation for sustainable growth.

3.6. Administrative Management

In 2024, administrative management operations effectively supported the Company's business activities. Investments were made to upgrade and maintain office equipment, tools, transportation, and other essential infrastructure. The Company ensured compliance with security regulations and fire prevention protocols throughout the year, with no security incidents reported.

4. Social welfare work

In 2024, through the Company's Labor Union and Youth Union, a series of charitable and social welfare activities were organized and participated in, including:

- In collaboration with the Central Acupuncture Hospital in Hanoi, the Company organized the "Zero-Cost Spring Fair" in 2024 on the occasion of the Lunar New Year 2023, distributing Tet gifts directly to patients and their families receiving treatment at the hospital.

- In partnership with Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank), the Company implemented the "Loving Porridge" program - Sponsoring breakfast for underprivileged pediatric patients undergoing medical examinations and treatment at the National Children's Hospital on days throughout the year (except holidays, Tet).

- Organized the "Return to the Roots 2024" program, paying tribute at the Quang Tri Ancient Citadel and the Special National Relic Site of Truong Son Martyrs' Cemetery. This annual activity is carried out to honor the immense contributions and sacrifices of past generations while reinforcing patriotism and encouraging the spirit of national protection and development among VietinBank Securities' employees.

- To support flood-affected communities in overcoming difficulties, all employees of VietinBank Securities, in collaboration with the VietinBank system, launched the "One Day Salary Donation – Support for People Affected by Typhoon Yagi" campaign. This initiative reflected the spirit of mutual assistance and solidarity with those impacted by the storm. Additionally, trade union members contributed one day's salary to support social welfare activities, commemorating the 75th anniversary of the historic Dien Bien Phu victory and other significant national events initiated by the VietinBank Trade Union.

- Participated in blood donation activities at the "Blood Donation, Sharing Life with Every Drop" event, organized by VietinBank in cooperation with the National Institute of Hematology and Blood Transfusion at the Quan Ngua Sports Complex in Ba Dinh.

5. Other Contentss

- *Regarding the Company's corporate bond issuance:* In 2024, the Company did not implement any corporate bond issuance.

II. CORPORATE GOVERNANCE AND PERFORMANCE OF THE BOARD OF DIRECTORS AND ITS MEMBERS IN 2024

At VietinBank Securities, based on the established business orientations and the overall objectives for 2024, as well as the business plans and targets assigned by the General Meeting of Shareholders (GMS), and taking into account actual market developments and forecasts, the Board of Directors (BOD), its members, and the Executive Board have consistently worked together, actively leveraging their leadership roles to drive the Company's business activities efficiently and safely. Accordingly, in 2024, the BOD has directed the Executive Board and various internal departments to continue strengthening cross-selling of products and services, enhancing the exploitation of VietinBank's ecosystem to develop customer bases, and increasing the Company's revenue and profits. At the same time, core business activities have been further promoted, including maximizing market opportunities for proprietary trading in stocks and bonds while maintaining strict and effective portfolio risk management. Additionally, the Company has continued to expand its brokerage services and margin lending activities (with the average margin loan balance in 2024 increasing significantly by 41.55% compared to the 2023 average, marking the first time the Company has exceeded a margin loan balance of VND 3,000 billion). Furthermore, under the guidance, leadership, and support of the BOD and its members, as well as the concerted efforts of the Executive Board and internal departments, in 2024, the Company has continued to expand its relationships with domestic and international financial institutions and enterprises to promptly meet capital needs for business activities at a reasonable funding cost. This was achieved despite the upward trend in interest rates in the latter part of the year. As a result,

the Company's liquidity remained stable and secure throughout 2024. In parallel with promoting business activities, the BOD has also instructed the Executive Board and internal departments to strengthen risk control across all operations, ensuring that no major risks arose during the year. The Company has continued to enhance audit, inspection, and control activities while maintaining and improving the review, amendment, supplementation, and completion of internal policy and regulatory documents. Additionally, the BOD has directed efforts towards human resource development, streamlining, innovation, and improving workforce quality, as well as promoting digital transformation and ensuring the security and safety of the Company's IT systems. Overall, all aspects of the Company's activities in 2024 have received close attention and proactive guidance from the BOD and its members. The tasks assigned by the GMS have been fully implemented by the BOD.

Specifically:

1. Performance of the Board of Directors and Its Members Based on Assigned Functions and Responsibilities

- 1.1. The Board of Directors (BOD) is responsible for the overall leadership of all activities in accordance with the functions, duties, and powers prescribed by law and the Company's Charter of Organization and Operations (Company's Charter).
- 1.2. Based on the Company's 2024 business plan targets approved by the General Meeting of Shareholders (GMS), the BOD has set operational goals, approved the allocation of business targets to different departments, and supervised the implementation to ensure the plan is not only met but exceeded.
- 1.3. In 2024, the BOD held 27 in-person meetings, with 100% attendance from all BOD members. These included at least one regular meeting per quarter and extraordinary meetings as necessary to address arising issues. Through these meetings, the BOD promptly grasped the Company's business operations, corporate governance, and risk management, supervised, and directed the CEO and executives in handling work matters, provided timely solutions for operational challenges, and oversaw risk management, internal control, and internal audit processes. These efforts have contributed to enhancing the Company's business performance. BOD members actively participated in meetings, thoroughly researched and provided input on decision-making processes, and approved resolutions with a strong sense of responsibility.

All BOD meetings were convened and conducted with a specific, legally compliant schedule, adhering to the procedures outlined in the Company Charter, Internal Corporate Governance Regulations, and BOD Operational Regulations. Meeting agendas were actively discussed, and BOD members provided their opinions. For contents requiring deliberation and voting, the BOD Chairman ensured all members were consulted in compliance with the regulations.

In addition to in-person meetings, the Chairman of BOD also sought opinions from BOD members in writing for resolutions, leading to the issuance of 242 resolutions through this method.

In total, the Company's BOD issued 269 resolutions in 2024.

Detailed information regarding BOD meetings, resolutions issued in 2024, and corporate governance contentss has been presented in the Company's 2024 Corporate Governance Report and disclosed to all shareholders, investors, and regulatory authorities in accordance with securities market disclosure regulations.

1.4. Activities of the Independent BOD Member and Evaluation of the BOD's Performance by the Independent BOD Member

At the Company's 2024 Annual General Meeting of Shareholders (AGM) held on April 2, 2024, the GMS approved the personnel proposal and elected BOD members and Board of Supervisors members. Accordingly, five BOD members were elected, including one independent BOD member, with a term of five years from April 10, 2024, to April 9, 2029.

As per the election results for the independent BOD member at the 2024 AGM, the Company had a change in this position during the year:

- From January 1, 2024, to April 9, 2024, the independent BOD member was Ms. Nguyen Thi Thu Hang.
- From April 10, 2024, to December 31, 2024, the independent BOD member was Ms. Pham Thi Huyen Trang.

Throughout 2024, in addition to fulfilling the general duties and responsibilities of a BOD member, both Ms. Nguyen Thi Thu Hang and Ms. Pham Thi Huyen Trang, in their capacity as independent BOD members, performed their supervisory roles in accordance with legal regulations, ensuring the protection of shareholders' interests. They fully attended and actively contributed independent opinions at all BOD meetings and written consultations, with a 100% participation rate in voting. The independent BOD member also proactively provided suggestions and recommendations regarding the Company's business operations, risk management, and governance.

According to the independent BOD member's assessment:

- In 2024, the BOD actively and responsibly executed and supervised the implementation of resolutions and decisions of the GMS and BOD. The BOD fulfilled its rights, obligations, and responsibilities as stipulated by law, the Company's Charter, the Internal Corporate Governance Regulations, and the BOD Operational Regulations. Discussions in BOD meetings were transparent, independent, and constructive, with input from all members being considered.
- The BOD directed and supervised the Executive Board in developing medium-term strategies and business plans, ensuring operational targets were aligned with the objectives approved by the GMS while safeguarding shareholder interests, company benefits, employee rights, and customer rights.
- The BOD focused on enhancing cross-selling efforts to maximize the benefits of the parent bank's ecosystem, strengthening the core product and service offerings aligned

with market trends and the Company's strategic direction, such as securities brokerage, margin lending, capital market activities, and corporate financial advisory. It also continued to maintain and optimize operational efficiency and risk management.

- The BOD and Executive Board held regular and ad-hoc meetings to monitor the Company's performance, ensure the execution of business plans, and address operational challenges in a timely manner. The BOD required the Executive Board to provide periodic and ad-hoc reports on business activities and corporate governance. Based on these reports, the BOD provided timely directives to resolve operational issues, oversee risk management, and ensure the smooth execution of business strategies.
- In 2024, despite continued macroeconomic challenges affecting the securities market both domestically and internationally, the BOD and Executive Board actively monitored market conditions, assessed developments, and made timely decisions to ensure that the Company met the business targets set by the GMS. As a result, through the collective efforts and commitment of the BOD, the Executive Board, and all employees, the Company successfully exceeded its 2024 pre-tax profit target assigned by the GMS.

2. Regarding transactions between the Company and major shareholders; transactions between the Company and members of the Board of Directors and their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or has been an enterprise manager within the past three years before the transaction date:

2.1. *Transactions between the Company and major shareholders, transactions between the Company and members of the Board of Directors and their related persons:*

In 2024, the Board of Directors of the Company issued a total of 12 Resolutions related to transactions with related persons, including:

- 11 Board Resolutions approving transactions with related persons, specifically as follows:
 - (1) Resolution No. 52/2024/NQ-HDQT-CKCT dated March 27, 2024, approving the Company to enter into confidentiality agreements (NDA) with MUFG Ltd. Bank, Hanoi Branch (MUFG Hanoi) and MUFG Ltd. Bank, Ho Chi Minh City Branch (MUFG Ho Chi Minh) – Transaction with related persons.
 - (2) Resolution No. 114/2024/NQ-HDQT-CKCT dated June 10, 2024, regarding the signing of a Receivables Management Service Agreement through Account Identification with VietinBank Thanh Xuan Branch – Transaction with related persons.
 - (3) Resolution No. 146/2024/NQ-HDQT-CKCT dated July 25, 2024, approving the Company to enter into a Consulting Contract for Bond Offering Registration

Documents, Registration Agent, and Payment Agent, as well as Bond Listing Consultancy for the 2024 Public Issuance of Bonds by Vietnam Joint Stock Commercial Bank for Industry and Trade with VietinBank – Transaction with related persons.

- (4) Resolution No. 157/2024/NQ-HDQT-CKCT dated August 8, 2024, approving the Company to sign an additional Appendix 09 attached to the Cooperation Agreement on providing payment account opening services, securities account opening services, and online linking/unlinking of payment and securities accounts for individual customers with Vietnam Joint Stock Commercial Bank for Industry and Trade – Transaction with related persons.
- (5) Resolution No. 165/2024/NQ-HDQT-CKCT dated August 12, 2024, approving the Company to enter into a Master Agreement for the purchase and sale of valuable papers and conduct transactions with Indovina Bank Limited (IVB) – Transaction with related persons.
- (6) Resolution No. 183/2024/NQ-HDQT-CKCT dated August 30, 2024, approving Vietnam Bank for Industry and Trade Securities Joint Stock Company - Da Nang Branch to enter into an Office Lease Agreement with the Representative Office of Vietnam Joint Stock Commercial Bank for Industry and Trade in Da Nang – Transaction with related persons.
- (7) Resolution No. 199/2024/NQ-HDQT-CKCT dated September 25, 2024, approving the Company to enter into a Comprehensive Health Insurance Contract VBICARE with Vietnam Joint Stock Commercial Bank for Industry and Trade Insurance Corporation (VBI) and/or VBI branches – Transaction with related persons to implement a customer appreciation program on the Company's anniversary.
- (8) Resolution No. 242/2024/NQ-HDQT-CKCT dated November 28, 2024, approving the Company to sign an additional Appendix 06 attached to the VBI Care Health Insurance Contract No. 020.KD07.HD.CN.23.390901 dated December 1, 2023, with Vietnam Joint Stock Commercial Bank for Industry and Trade Insurance Corporation - VietinBank Dong Do Insurance Company – Transaction with related persons.
- (9) Resolution No. 258/2024/NQ-HDQT-CKCT dated December 26, 2024, approving the Company to enter into a VBI Care Health Insurance Contract with Vietnam Joint Stock Commercial Bank for Industry and Trade Insurance Corporation - VietinBank Dong Do Insurance Company – Transaction with related persons to purchase health insurance for Company employees.
- (10) Resolution No. 259/2024/NQ-HDQT-CKCT dated December 26, 2024, approving the Company to enter into a Purchase Contract with Vietnam Joint Stock Commercial Bank for Industry and Trade Gold and Jewelry One Member Company Limited – Transaction with related persons to implement the Tet gift

procurement package for partner appreciation, featuring the Company's logo, on the occasion of the New Year 2025.

- (11) Resolution No. 260/2024/NQ-HDQT-CKCT dated December 27, 2024, approving the Company to enter into a Purchase Contract with Vietnam Joint Stock Commercial Bank for Industry and Trade Gold and Jewelry One Member Company Limited – Transaction with related persons to implement the Tet gift procurement package for employee appreciation on the occasion of the New Year 2025.

and

- 01 Resolution No. 200/2024/NQ-HDQT-CKCT dated September 26, 2024, approving the policy of entering into contracts and transactions with related (including details on *partners/related parties, the scope of contracts/transactions, and the maximum cumulative transaction value within the year*).

2.2. *Transactions between the Company and a company where a Board member is a founding member or has been a manager within the last three years before the transaction:*

- In 2024, the Company engaged in transactions with VietinBank Fund Management One Member Limited Liability Company (where Ms. Tran Thi Ngoc Tai – Deputy General Director of the Company was Deputy General Director of this company until March 30, 2022). Specifically: the VietinBank Fund Management One Member Limited Liability Company conducted securities custody and trading activities at VietinBank Securities.

Detailed information on transactions between the Company and major shareholders; transactions between the Company and members of the Board of Directors and their related persons; transactions between the Company and a company where a Board member is a founding member or has been a manager within the last three years in 2024, as well as the balances with the related parties mentioned above, have been presented in the Company's audited 2024 financial statements and Section VII of the 2024 Corporate Governance Report, which has been disclosed to all shareholders, investors, and regulatory authorities in accordance with information disclosure regulations in the securities market.

3. Regarding the Supervision Results for the General Director and Other Executives of the Company:

In 2024, the Board of Directors (BOD) of the Company supervised the General Director and other executives in carrying out their rights and duties, as well as in achieving the assigned goals and targets according to legal regulations, the Company's Charter, and the Resolutions of the General Meeting of Shareholders (GMS)/BOD. This supervision ensured the legitimate rights and interests of the Company and its shareholders.

The BOD's supervision of the General Director and other executives in managing business operations and daily activities of the Company was conducted through specific resolutions and directives issued by the BOD to the General Director, Deputy General Directors, and other

executives during regular or extraordinary BOD meetings whenever necessary. Additionally, supervision was carried out through resolutions approved by the BOD via written consent for specific cases and through various channels such as reports submitted by the General Director to the BOD, the activities of the Internal Audit Department under the BOD, etc.

Through the BOD's supervision of the Executive Board, the BOD observed that the Executive Board has implemented the orientations and directives of the BOD and executed assigned tasks based on the provisions of the Charter, internal regulations of the Company, and applicable laws. In 2024, the General Director directed various units to develop business targets for BOD approval. Based on these approved targets, the General Director assigned specific business tasks to each relevant unit for implementation and required them to report on performance results to the BOD as stipulated. At the regular BOD meetings, the General Director reported on the Company's business activities and future business plans. Additionally, the General Director provided progress reports and updates on the implementation of GMS/BOD Resolutions and fulfilled reporting obligations as requested by the BOD.

The BOD acknowledges and highly appreciates the efforts of the General Director and other executives in fulfilling their responsibilities and achieving the business targets assigned by the 2024 Annual GMS, as well as in managing the Company's business operations in 2024.

The salaries of the Company's executives in 2024 (including salaries of executives concurrently serving as BOD members) amounted to VND 9,693,910,712, detailed as follows:

No.	Description	Amount (VND)
1	Mr. Vu Duc Manh – Member of Board of Directors and General Director	1,953,205,622
2	Mr. Dang Anh Hao – Member of Board of Directors and Deputy General Director	1,349,850,571
3	Mr. Pham Ngoc Hiep – Deputy General Director	1,190,200,354
4	Mr. Nguyen Tuan Anh – Deputy General Director	1,160,082,296
5	Ms. Tran Thi Ngoc Tai – Deputy General Director	1,127,338,173
6	Ms. Nguyen Thi Anh Thu – Chief Accountant	967,676,679
7	Mr. Ha Ngoc Hung – Director of Ho Chi Minh City Branch	980,045,684
8	Ms. Le Dieu Thuy – Director of Da Nang branch	965,511,333
	TOTAL	9,693,910,712

4. Implementation of Certain Contents According to the GMS Resolutions:

4.1. Implementation of the Profit Distribution Plan:

- Pursuant to GMS Resolution No. 01/2024/NQ-DHĐCĐ-CKCT dated April 2, 2024, the 2024 Annual GMS approved the 2023 profit distribution plan. Accordingly, the Company has allocated funds for the Financial Reserve and Operational Risk Fund, as well as the Reward and Welfare Funds from the post-tax profits of 2023, in compliance with the approved GMS contents.
- Regarding the content *"The Company plans to increase charter capital through the issuance of shares for dividend payment and will seek shareholder approval after obtaining consent from competent authorities"* as per the 2023 Annual GMS Resolution No. 01/2023/NQ-DHĐCĐ-CKCT dated March 27, 2023, and the 2024 Annual GMS Resolution No. 01/2024/NQ-DHĐCĐ-CKCT dated April 2, 2024, the Company has developed a plan for increasing charter capital through the issuance of shares for dividend payment. The Company is currently updating the plan and completing procedures to seek approval from competent authorities for this capital increase plan.

4.2. Adjustment of the Remuneration Allocation for the BOD and Board of Supervisors (SB) from the Post-Tax Profit of 2022 (According to the 2022 Profit Distribution Plan Approved by the 2023 Annual GMS):

- Pursuant to the 2024 Annual GMS Resolution No. 01/2024/NQ-DHĐCĐ-CKCT dated April 2, 2024, in 2024, the Company has reversed an amount of VND 150,800,000 into the Company's undistributed post-tax profit, in accordance with the GMS approval.

4.3. Implementation of Business Plan Targets, Profits, and Dividends for 2024 as Assigned by the 2024 Annual GMS:

- Business and profit results: In 2024, the Company achieved a pre-tax profit of VND 287.39 billion, fulfilling 102.56% of the pre-tax profit target of VND 280.223 billion assigned by the GMS.
- Dividend rate in 2024: As reported in Section 4.1, the Company is currently updating the plan for increasing charter capital through the issuance of shares for dividend payment and completing procedures to seek approval from competent authorities for this plan.

4.4. Authorization of the 2024 Annual GMS for the BOD to Decide on Selecting an Independent Audit Firm to Review/Audit the Company's Financial Statements and Financial Safety Ratio Reports for the First Half and Full Year of 2024:

- On June 26, 2024, the Company's BOD issued Resolution No. 127/2024/NQ-HĐQT-CKCT approving the selection of Deloitte Vietnam Audit Co., Ltd. as the audit firm to review the interim financial statements, the financial safety ratio report as of June 30, 2024, and to audit the financial statements for the fiscal year ending December 31, 2024, as well as the financial safety ratio report as of December 31, 2024.

- On June 28, 2024, the Company signed a contract with Deloitte Vietnam Audit Co., Ltd. to carry out the aforementioned audit tasks and has disclosed this information in accordance with regulations.
- 4.5. *Regarding remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in 2024:* The Company implements these matters based on the resolution of the 2024 Annual General Meeting of Shareholders (AGM) and the Company's internal regulations. Specifically:
- The total planned remuneration, bonuses, and other benefits of the Board of Directors, as well as salaries, remuneration, bonuses, other benefits, and operational budget of the Board of Supervisors for 2024, as approved by the 2024 AGM, *is set at a maximum of 6% of the Company's after-tax profit for 2024.*
 - The total salaries, remuneration, bonuses, and other benefits of the Board of Directors for 2024 amount to VND 6,999,955,057 (including remuneration for non-executive members and independent members of the Board of Directors; salaries, bonuses, and other benefits as per the Company's internal salary payment regulations for executive members or members holding management positions such as Chairman of the Board, Member of the Board and General Director, Member of the Board and Deputy General Director).
 - **The total salaries, remuneration, bonuses, and other benefits of the Board of Directors, as well as the salaries, remuneration, bonuses, and other benefits of the Board of Supervisors for 2024, amount to VND 9,401,430,630, equivalent to 4.07% of the Company's after-tax profit for 2024.**

Details as follows:

No.	Content	Amount (VND)
I	Salaries, remuneration, bonuses, and other benefits of the Board of Directors in 2024	6,999,955,057
-	<i>Mr. Tran Phuc Vinh – Chairman of the Board of Directors</i>	<i>2,264,952,919</i>
-	<i>Mr. Vu Duc Manh – Member of Board of Directors and General Director</i>	<i>2,134,459,910</i>
-	<i>Mr. Dang Anh Hao – Member of Board of Directors and Deputy General Director</i>	<i>1,483,396,624</i>
-	<i>Ms. Ho Thi Thu Hien – Member of the Board of Directors</i>	<i>290,788,762</i>
-	<i>Ms Nguyen Thi Thu Hang – Independent Member of the Board of Directors</i>	<i>566,014,737</i>

No.	Content	Amount (VND)
-	<i>Ms. Pham Thi Huyen Trang – Independent Member of the Board of Directors</i>	260,342,105
2	Salaries, remuneration, bonuses, and other benefits of the Board of Supervisors in 2024	2,401,475,573
-	<i>Ms. Phan Thi Thu Hang – Head of the Board of Supervisors</i>	1,118,387,306
-	<i>Ms. Lam Thi Thu Huong – Supervisor</i>	613,696,531
-	<i>Ms. Tran Thi Kim Oanh – Supervisor</i>	669,391,736
	TOTAL	9,401,430,630

4.6. *Regarding the authorization of individuals to issue the Charter on Organization and Operation, Internal Corporate Governance Regulations, and Board of Directors' Operational Regulations as approved by the 2024 AGM:*

- On April 2, 2024, the Chairman of the Board of Directors signed and issued the Company's Charter on Organization and Operation, Internal Corporate Governance Regulations, and Board of Directors' Operational Regulations. These documents have been disclosed in accordance with legal

4.7. *Regarding the personnel of the Board of Directors and Board of Supervisors as per the 2024 AGM Resolution:*

- Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ-CKCT dated April 2, 2024, the Board of Directors and Board of Supervisors members elected at the 2024 AGM assumed their responsibilities effective from April 10, 2024.
- On April 10, 2024, the Board of Directors convened and elected Mr. Tran Phuc Vinh as Chairman of the Board (as per Resolution No. 68/2024/NQ-HĐQT-CKCT dated April 10, 2024). Meanwhile, the Board of Supervisors held a meeting and elected Ms. Phan Thi Thu Hang as Head of the Board of Supervisors, as recorded in Meeting Minutes No. 01/2024/BB-BKS-CKCT. These contents have been disclosed in accordance with the regulations.

III. BUSINESS ORIENTATION FOR 2025:

1. Market Outlook for 2025

Several key factors are expected to shape Vietnam's stock market trends throughout 2025, including a low interest rate environment alongside the State Bank of Vietnam's flexible monetary policy. Additionally, the continued strong inflow of Foreign Direct Investment (FDI) and increased public investment by the Government are considered positive signals for key industries. In the long run, Vietnam's stock market retains several growth drivers such as political stability,

the Government's commitment to market upgrading, and the introduction of new financial products with the launch of the KRX system, which could attract foreign capital. However, certain risks must be noted, including USD/VND exchange rate fluctuations, inflation concerns, and potential U.S. tariff policies under President Donald Trump's administration, which may take aggressive actions post-re-election.

Based on the baseline scenario, the VN-Index is projected to close 2025 in the range of 1,300 – 1,310 points. The conditions supporting this scenario include: (1) The Federal Reserve's monetary easing policy proceeding as planned, leading to a soft landing for the U.S. economy; (2) Policies under President Trump facilitating FDI shifts from China to other nations, including Vietnam; (3) The People's Bank of China's supportive monetary policies boosting China's real estate sector, with consumer demand recovering by early 2026; (4) The State Bank of Vietnam's economic stimulus measures aligning with the National Assembly's GDP growth target of 6.5%-7% for 2025; and (5) Positive progress in upgrading Vietnam's market status from frontier to emerging in 2025.

2. Company's Objectives for 2025

Based on the aforementioned assessments of the stock market, the Company has set its 2025 objective to maintain growth momentum, promote development solutions for potential and core business segments in alignment with market trends and assessments, and optimize operational management efficiency and risk management. **Accordingly, the Company has developed a plan to achieve a pre-tax profit of VND 297.4 billion in 2025, which will be submitted for approval at the 2025 Annual General Meeting of Shareholders**

3. Specific Directions

3.1. Effective Utilization of the VietinBank Ecosystem:

As a subsidiary of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) – one of the largest state-owned joint-stock commercial banks in Vietnam, the Company aims to further leverage the VietinBank ecosystem. This includes actively cross-selling services across various business segments such as securities brokerage, corporate financial advisory, and Treasury within the system, contributing to the development of a comprehensive, optimized, and efficient banking ecosystem.

3.2. Securities Brokerage and Margin Trading Activities

With a continuous focus on enhancing brokerage activities and increasing market share, in 2025, the Company will continue to research, develop, and implement solutions such as: (i) Encouraging increased client transactions by improving the securities trading platform with superior features and utilities to attract investors; enhancing the quality of recommendations, reports, and news bulletins to remain flexible with market movements; launching product packages and promotional programs to attract customers; developing policies to attract domestic and foreign investment funds, institutional clients, and corporate clients to open securities trading accounts with the Company (ii) Strengthening margin lending activities to maximize the use of the margin limit on the Company's equity while ensuring strict loan risk management (iii)

Developing flexible policies and mechanisms to expand the network of collaborators and create motivation for brokerage staff.

3.3. Proprietary Trading and Underwriting Activities

In 2025, the Company aims to enhance risk management, maintain a flexible approach aligned with macroeconomic factors and market trends, and implement strict portfolio risk control to make optimal, effective, and secure investment decisions for its stock portfolio. The Company will continue to expand investments in corporate bonds, seeking and selecting publicly issued bonds and bonds from large enterprises with strong financial positions, good cash flow, and valuable collateral, while ensuring compliance with legal issuance requirements. Additionally, the Company will enhance bond underwriting services to increase fee-based income. Simultaneously, the Company will proactively expand its potential customer base and leverage the information and data advantages within the VietinBank ecosystem to identify suitable investment opportunities, actively manage and control cash flow and collateral assets, and improve investment efficiency.

3.4. Treasury Activities

In 2025, the Company continues to prioritize maintaining stable and solid liquidity, ensuring a liquidity buffer to meet capital needs at all times. The Company also aims to deepen relationships with financial institutions to secure the best borrowing rates. Furthermore, it will strengthen liquidity management, proactively responding to challenges and unpredictable fluctuations in both domestic and international financial markets. The Company will balance domestic and international borrowing based on interest rate trend forecasts to optimize overall capital costs. In addition to liquidity management and interest cost optimization, the Company will also boost trading in valuable securities to increase profits, diversify its asset portfolio on the balance sheet, and enhance the presence of VietinBank Securities in both domestic and international financial markets.

3.5. Corporate Financial Advisory Activities

In 2025, the Company aims to further invest in quality control for advisory services, using this as a competitive advantage to retain existing clients and attract new ones. Additionally, the Company will implement various organizational, communication, and internal training solutions to enhance cross-selling activities, leveraging the advantages of the VietinBank ecosystem to attract customers. The Company will also focus on restructuring service products and fee structures, selecting high-profit services while ensuring that fees align with the complexity and risk levels of the advisory services provided.

3.6. Other Activities

In addition to the above business directions, the Company will continue to focus on key initiatives in 2025, including: (i) Enhancing resource efficiency by streamlining processes, innovating, and improving human resource quality; (ii) Developing and implementing digital transformation initiatives; (iii) Promoting cost-saving and anti-waste measures; (iv) Strengthening risk management and internal control activities, implementing high-security measures, and effectively preventing and responding to cybersecurity threats.

Respectfully reported! *me*

Ha Noi, April 25, 2025

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN *Tran*

Trần Phúc Vinh



*Hanoi, April 2nd, 2025*

**REPORT ON THE ACTIVITIES OF INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS AND EVALUATION BY
INDEPENDENT MEMBER ON THE BOARD OF DIRECTORS'
PERFORMANCE**

According to Clause 4, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government detailing the implementation of a number of articles of the Law on Securities, the independent member of the Board of Directors (BOD) hereby reports on the activities of the independent member of the Board of Directors and provide an evaluation of the Board of Directors' performance of Vietnam Bank for Industry and Trade Securities Joint Stock Company (the Company) as follows:

I. Activities as an Independent Member of the Board of Directors:

I was elected by the General Meeting of Shareholders of the Company as an independent member of the Board of Directors at 2024 Annual General Meeting of Shareholders held on April 2, 2024, with a 5-year term from April 10, 2024, to April 9, 2029.

Since assuming the position of an independent member of the Board of Directors of the Company, I have exercised my rights, obligations, and responsibilities as a member of the Board of Directors and an independent member of the Board of Directors under the provisions of law and the Company's policies, internal regulations, and governance framework. I have fully participated in all activities of the Board of Directors, complying with the law, the Charter on Organization and Operation of the Company (Company's Charter), the internal corporate governance regulations, the Board of Directors' operating regulations, and the assignments made by the Chairman of the Board of Directors. Specifically:

- Fully performing the responsibilities of a Company manager, as a Board member, and an independent member of the Board under the law and the Company's Charter, ensuring proper oversight of the Company's activities to safeguard the interests of shareholders.

- Exercising my rights and duties in good faith and with prudence to maximize the Company's legitimate interests, while acting in the best interests of shareholders and the Company.

- Remaining loyal to the interests of the Company and its shareholders, refrain from using the Company's information, business opportunities, or proprietary knowledge, and have not abused my position or the Company's assets for personal gain or to serve the interests of other organizations or individuals.

- Attending all meetings of the Board of Directors, actively contributing independent opinions on matters discussed and reviewed during these meetings, as well as providing input on all resolutions adopted via written consultation. I reviewed all documents submitted to the Board and provided independent opinions/votes on decisions, ensuring compliance with legal regulations, the Company's Charter, and internal regulations. Accordingly, in 2024, from the start of my term as an independent member of the Board of Directors (April 10, 2024) until December 31, 2024, I attended 100% (19/19) of the BOD meetings and voted to approve 100% (200/200) of the BOD Resolutions.

- I have conducted independent reviews, provided responsible and independent opinions, and regularly, continuously and closely monitored the Board's activities to ensure legal compliance; overseen internal audits; developed and updated the Company's policy roadmap; and directly oversaw the Internal Audit Department as assigned by the BOD Chairman. Furthermore, I have proactively provided recommendations on business operations, risk management and corporate governance.

II. Evaluation of the Independent Member of the Board of Directors of the Board of Directors' Performance :

1. Structure of the Board of Directors :

During my tenure as an Independent BOD Member, the BOD) organizational structure of the Vietnam Bank for Industry and Trade Securities Joint Stock Company consisted of five members, meeting the legal qualifications and conditions set out in the Company's Charter for BOD membership. The BOD composition ensures compliance with the regulation that at least one-third of the members must be non-executive (including Mr. Tran Phuc Vinh – BOD Chairman, and Ms. Ho Thi Thu Hien – BOD Member) and there's one (01) Independent BOD Member.

2. Operational Mechanism of the Board of Directors :

- The Board of Directors convenes meetings at least once per quarter and holds extraordinary meetings when necessary. In addition to physical meetings, the Chairman of the Board also seeks written opinions from Board members to pass resolutions in



accordance with the Company's Charter, internal corporate governance regulations, and the Board's operating regulations.

- Board meetings are convened and conducted according to proper schedules and procedures in compliance with the law, the Company's Charter, and internal corporate governance regulations. Board members actively discuss, exchange opinions, and provide feedback on the matters presented. The Chairman ensures that all required discussions and decisions are carried out in accordance with governance protocols.

- The process of obtaining written opinions from Board members is implemented in accordance with the Company's Charter, internal corporate governance regulations, and Board operating procedures. When urgent matters arise that require Board decisions but do not necessitate a physical meeting, the Chairman conducts written consultations, with 100% participation from all the Board members. This process guarantees compliance with legal requirements and adherence to Company's Charter, internal corporate governance rules, and the Board's operating regulations. As a result, the Board's Resolutions and Decisions are issued following the proper procedures as outlined.

- The Company has disclosed all necessary Board resolutions and decisions as required by law.

3. Result of governance and supervision of the Board of Directors:

3.1. Activities of the Board and Its Members According to Assigned Functions and Responsibilities

- The Board of Directors is responsible for overall corporate leadership in accordance with legal regulations and the Company's Charter.

- Based on the Company's 2024 business targets set by the GMS, the Board of Directors has determined operational objectives, approved business target allocations to departments, and monitored implementation to achieve assigned plans.

- From April 10, 2024, to December 31, 2024, the BOD held 19 in-person meetings. In total, the BOD held 27 in-person meetings in 2024 with 100% attendance of BOD members, ensuring timely updates on business operations, corporate governance, and risk management. The BOD has supervised and directed the General Director and other executives, provided timely resolutions to arising issues, and enhanced governance, control, and internal audit efficiency. BOD members actively participated in meetings and decision-making with a high sense of responsibility. Besides physical meetings, the BOD Chairman also collected written opinions for BOD Resolutions. A total of 200 Resolutions were issued between April 10, 2024, and December 31, 2024; in 2024, a total of 269 Resolutions were promulgated.

- Board members provided input and votes on 100% of the matters presented to the Board, actively guiding the Company's strategic direction, business plans, and risk management framework. The Board has closely overseen the Executive Management to ensure optimal business performance. Additionally, the Board has undertaken multiple corporate governance initiatives, strengthened risk management practices, refined internal policies, and ensured strict compliance with regulations.

3.2. Supervision Activities of the Board of Directors (BOD) over the Board of General Directors:

- The Company's BOD has supervised the Board of General Directors in performing its assigned rights and responsibilities in accordance with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders to ensure the legitimate interests of the Company and its shareholders.

- The BOD has also regularly monitored and provided timely guidance to the Board of General Directors in implementing the Company's business objectives and targets. It has supervised business management and operations based on the Company's Charter, the Law on Enterprise, the Law on Securities, and related amendments, supplements, and implementation guidelines, as well as regulations and instructions from competent authorities. The BOD has required the Board of General Directors to report periodically and on an ad-hoc basis regarding business operations and management activities. Based on these reports, the BOD has issued timely directives to address issues in corporate governance, risk management, and business execution.

- The BOD has issued, amended, and supplemented regulations, policies, and decisions related to internal corporate governance in compliance with the law and the Company's Charter. At the same time, it has monitored the implementation and adherence of these regulations by the Board of General Directors to ensure the safety of the Company's operations and compliance with applicable laws.

3.3. Activities of Committees under the BOD :

The BOD does not establish any subcommittees under its direct supervision. However, to fulfill its functions and responsibilities, the BOD/Chairman of the BOD has:

- Assigned tasks to members of the BOD in charge of specific operational areas to execute the duties and powers of the Board comprehensively and fully, in accordance with the provision of the law, the Company's Charter, and internal regulations of the Company.

- Continued to maintain and strengthen the role of the Internal Audit Department under the BOD. The Internal Audit Department at the Company performs its functions and tasks in accordance with the provisions of Decree 05/2019/ND-CP, dated January 22, 2019, issued by the Government on internal audit, and Circular 121/2020/TT-BTC, dated

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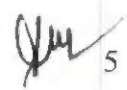


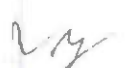
December 31, 2020, issued by the Ministry of Finance regarding the operations of securities companies, at the same time performs specific tasks assigned by the Board of Directors. Currently, the Internal Audit Department under the Company's Board of Directors has 01 person as Department Head.

4. Conclusion:

Evaluation of the independent member of BOD of BOD performance:

- In 2024, the Company's BOD has actively and responsibly implemented and supervised the execution of resolutions and decisions made by both the General Meeting of Shareholders and the BOD. The BOD has fulfilled its rights, obligations, and responsibilities in accordance with the law, the Company's Charter, the internal corporate governance regulations, and the operational rules of the BOD. Discussions during BOD meetings have been conducted transparently, independently, and constructively, with input from all members being considered.
- The BOD has directed, supervised, and provided feedback to the Board of General Directors in formulating the Company's medium-term strategy and business plans, setting operational goals for each unit based on the Company's overall objectives and strategies. These efforts have ensured the interests of shareholders, the Company, employees, and customers.
- The BOD also focused on directing and promoting the development of product cross-selling to effectively exploit the Parent Bank's ecosystem, strengthening the provision of core products and services in line with market trends and developments as well as the Company's orientation such as brokerage and lending for securities margin trading; treasury; corporate finance advisory; ... and continue to maintain and optimize the efficiency of administration and risk management at the Company.
- The BOD and the Board of General Directors have held regular meetings and additional meetings as necessary to assess the business situation, monitor performance, and ensure the achievement of business objectives. The BOD has required the Board of General Directors to report periodically and on an ad-hoc basis on business activities and corporate governance. Based on these reports, the BOD has issued timely directives to resolve management challenges and oversee risk control and business operations.
- In 2024, despite the ongoing impact of macroeconomic factors on the stock market, the BOD and Board of General Directors remained proactive in monitoring, assessing, and making timely decisions and directions to ensure the Company met the business targets set by the GMS. As a result of the collective efforts and determination of the BOD, Board of General Directors, and all employees, the Company exceeded its 2024 pre-tax profit target assigned by the GMS.

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Respectfully submitted!

INDEPENDENT BOD MEMBER



Phạm Thị Huyền Trang



*Ha Noi, April 09, 2024*

**REPORT ON THE ACTIVITIES OF INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS AND EVALUATION BY INDEPENDENT
MEMBER ON THE BOARD OF DIRECTORS' PERFORMANCE**

(Period from January 1, 2024 – April 9, 2024)

According to Clause 4, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government detailing the implementation of a number of articles of the Law on Securities, I hereby report on my activities as an independent member of the Board of Directors of Vietnam Bank for Industry and Trade Securities Joint Stock Company (the Company) in 2024 (from January 1, 2024, to April 9, 2024) and provide an evaluation of the Board of Directors' performance during this period as follows:

I. Activities as an Independent Member of the Board of Directors:

From January 1, 2024, to April 9, 2024, I have exercised my rights, obligations, and responsibilities as a member of the Board of Directors and an independent member of the Board of Directors under the provisions of law and the Company's policies, internal regulations, and governance framework. I have fully participated in all activities of the Board of Directors, complying with the law, the Charter on Organization and Operation of the Company (Company's Charter), the internal corporate governance regulations, the Board of Directors' operating regulations, and the assignments made by the Chairman of the Board of Directors. Specifically:

- Fully performing the responsibilities of a Company manager, as a Board member, and an independent member of the Board under the law and the Company's Charter, ensuring proper oversight of the Company's activities to safeguard the interests of shareholders.
- Exercising my rights and duties in good faith and with prudence to maximize the Company's legitimate interests, while acting in the best interests of shareholders and the Company.
- Remaining loyal to the interests of the Company and its shareholders, refrain from using the Company's information, business opportunities, or proprietary knowledge, and have not abused my position or the Company's assets for personal gain or to serve the interests of other organizations or individuals.
- Attending all meetings of the Board of Directors, actively contributing independent opinions on matters discussed and reviewed during these meetings, as well as providing input on all resolutions adopted via written consultation. I reviewed all documents submitted to the



Board and provided independent opinions/votes on decisions, ensuring compliance with legal regulations, the Company's Charter, and internal regulations. Accordingly, during the period from January 1, 2024, to April 9, 2024, I attended 100% (08/08) of the Board meetings and voted to approve 100% (69/69) of the Board resolutions.

- I have conducted reviews, provided responsible and independent opinions, and regularly, continuously, and closely monitored the Board's activities to ensure legal compliance. Additionally, I have continued to implement and review the Company's corporate culture development efforts, overseen the development of the Company's policy roadmap, and contributed to the development of the Company's human resource training and development strategy as assigned by the Chairman of the Board of Directors. Furthermore, I have proactively offered recommendations on business operations, risk management, corporate governance, and human resource policies.

II. Evaluation of the Board of Directors' Performance (Period from January 1, 2024 – April 9, 2024):

1. Structure of the Board of Directors:

The Board of Directors of Vietnam Bank for Industry and Trade Securities Joint Stock Company for the period from January 1, 2024, to April 9, 2024, consists of five (05) members, including two (02) non-executive members (excluding the independent Board member) and one (01) independent Board member. This composition complies with legal regulations and the Company's Charter regarding the number, qualifications, and conditions for Board members/independent Board members.

2. Operational Mechanism of the Board of Directors:

- The Board of Directors convenes meetings at least once per quarter and holds extraordinary meetings when necessary. In addition to physical meetings, the Chairman of the Board also seeks written opinions from Board members to pass resolutions in accordance with the Company's Charter, internal corporate governance regulations, and the Board's operating regulations.

- Board meetings are convened and conducted according to proper schedules and procedures in compliance with the law, the Company's Charter, and internal corporate governance regulations. Board members actively discuss, exchange opinions, and provide feedback on the matters presented. The Chairman ensures that all required discussions and decisions are carried out in accordance with governance protocols.

- The process of obtaining written opinions from Board members is implemented in accordance with the Company's Charter, internal corporate governance regulations, and Board operating procedures. When urgent matters arise that require Board decisions but do not necessitate a physical meeting, the Chairman conducts written consultations, with 100% participation from all the Board members. This process guarantees compliance with legal requirements and adherence to the Company's Charter, internal corporate governance rules,

and the Board's operating regulations. As a result, the Board's Resolutions and Decisions are issued following the proper procedures as outlined.

- The Company has disclosed all necessary Board resolutions and decisions as required by law.

- Matters related to business plans and strategies, key staff development, corporate culture development, and internal management systems have been thoroughly discussed and closely controlled by the Board and the Board of General Directors.

3. Result of governance and supervision of the Board of Directors:

3.1. Activities of the Board and Its Members According to Assigned Functions and Responsibilities

- The Board of Directors is responsible for overall corporate leadership in accordance with legal regulations and the Company's Charter.

- During the period from January 1, 2024, to April 9, 2024, the Board of Directors held eight (08) in-person meetings, attended by 100% of its members. These meetings provided the Board with the opportunity to closely monitor the Company's business performance, corporate governance, and risk management. The Board provided timely guidance to the General Director and other executives, resolving operational challenges, overseeing risk management, and strengthening internal controls and audits to enhance business efficiency. Board members actively participated in meetings, reviewed proposals, and made decisions with a high sense of responsibility. In addition to the in-person meetings, the Chairman conducted written consultations to facilitate decision-making. A total of 69 Board resolutions were issued during this period under my tenure as an independent Board member.

- Board members provided input and votes on 100% of the matters presented to the Board, actively guiding the Company's strategic direction, business plans, and risk management framework. The Board has closely overseen the Executive Management to ensure optimal business performance. Additionally, the Board has undertaken multiple corporate governance initiatives, strengthened risk management practices, refined internal policies, and ensured strict compliance with regulations.

3.2. Supervision Activities of the Board of Directors (BOD) over the Board of General Directors:

- The Company's BOD has supervised the Board of General Directors in performing its assigned rights and responsibilities in accordance with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders to ensure the legitimate interests of the Company and its shareholders.

- The BOD has also regularly monitored and provided timely guidance to the Board of General Directors in implementing the Company's business objectives and targets. It has supervised business management and operations based on the Company's Charter, the Law

on Enterprise, the Law on Securities, and related amendments, supplements, and implementation guidelines, as well as regulations and instructions from competent authorities. The BOD has required the Board of General Directors to report periodically and on an ad-hoc basis regarding business operations and management activities. Based on these reports, the BOD has issued timely directives to address issues in corporate governance, risk management, and business execution.

- The BOD has issued, amended, and supplemented regulations, policies, and decisions related to internal corporate governance in compliance with the law and the Company's Charter. At the same time, it has monitored the implementation and adherence of these regulations by the Board of General Directors to ensure the safety of the Company's operations and compliance with applicable laws.

3.3. Activities of Committees under the BOD:

The BOD does not establish any subcommittees under its direct supervision. However, to fulfill its functions and responsibilities, the BOD/Chairman of the BOD has:

- Assigned tasks to members of the BOD in charge of specific operational areas to execute the duties and powers of the Board comprehensively and fully, in accordance with the provision of the law, the Company's Charter, and internal regulations of the Company.

- Continued to maintain and strengthen the role of the Internal Audit Department under the BOD. The Internal Audit Department at the Company performs its functions and task in accordance with the provisions of Decree 05/2019/ND-CP, dated January 22, 2019, issued by the Government on internal audit, and Circular 121/2020/TT-BTC, dated December 31, 2020, issued by the Ministry of Finance regarding the operations of securities companies, at the same time performs specific tasks assigned by the Board of Directors. Currently, the Internal Audit Department under the Company's Board of Directors has 01 person as Department Head.

4. Conclusion:

Evaluation of the BOD's Performance from January 1, 2024, to April 9, 2024:

- During the period from January 1, 2024, to April 9, 2024, the Company's BOD) has actively and responsibly implemented and supervised the execution of resolutions and decisions made by both the General Meeting of Shareholders and the BOD. The BOD has fulfilled its rights, obligations, and responsibilities in accordance with the law, the Company's Charter, internal corporate governance regulations, and the operational rules of the BOD. Discussions during BOD meetings have been conducted transparently, independently, and constructively, with input from all members being considered;

- The BOD has directed, supervised, and provided feedback to the Board of General Directors in formulating the Company's medium-term strategy and business plans, setting operational goals for each unit based on the Company's overall objectives and strategies.

These efforts have ensured the interests of shareholders, the Company, employees, and customers;

- The BOD has continued to focus on guiding the development of the Company's core products and services while maintaining and optimizing management efficiency and risk management at the Company;

- The BOD and the Board of General Directors have held regular meetings and additional meetings as necessary to assess the business situation, monitor performance, and ensure the achievement of business objectives. The BOD has required the Board of General Directors to report periodically and on an ad-hoc basis on business activities and corporate governance. Based on these reports, the BOD has issued timely directives to resolve management challenges and oversee risk control and business operations.

- Under the guidance, close direction and collective efforts of the BOD and the Board of General Directors, by the end of Q1.2024, the Company recorded a positive business performance, achieving a pre-tax profit of VND 124.387 billion more than 9 times the result of Q1.2023.

Respectfully report! *TH*

REPORTING PERSON



Nguyen Thi Thu Hang



REPORT ON ACTIVITIES OF BOARD OF SUPERVISORS

2025

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 ("**Law on Enterprises**") and its amendments and supplements;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("**Law on Securities 2019**") and its amendments, supplements, and guiding documents;
- Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, detailing and guiding the implementation of certain provisions of the Law on Securities ("**Decree 155**");
- Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, guiding certain corporate governance regulations applicable to public companies under Decree 155;
- Charter on Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company (Company's Charter);
- Regulation on Organization and Operation of the Board of Supervisors as approved by the General Meeting of Shareholders;
- 2024 Financial statements of Vietnam Bank for Industry and Trade Securities Joint Stock Company audited by Deloitte Vietnam Audit Company Limited.

The Board of Supervisors (BOS) hereby reports to the General Meeting of Shareholders (GMS) of Vietnam Bank for Industry and Trade Securities Joint Stock Company (VietinBank Securities) on its activities, performance of assigned tasks and powers in 2024, and its operational orientation for 2025 as follows:

I. Board of Supervisors' activity situations

1. Meetings of the Board of Supervisors

For the period from January 1, 2024, to December 31, 2024, the Board of Supervisors of VietinBank Securities consisted of three members: Ms. Phan Thị Thu Hằng (Head of BOS), Ms. Lam Thi Thu Huong (BOS Member), and Ms. Tran Thi Kim Oanh (BOS Member). In 2024, the BOS performed its functions and duties as stipulated in the Law on Securities, the Law on Enterprises, the Company's Charter, and the Regulations on Organization and Operation of the BOS.

In 2024, the BOS held five regular meetings to implement tasks, discuss, and provide opinions on matters within the BOS's scope, responsibilities, and powers. The meeting attendance rate was 100%, as detailed below:

No	Supervisor	Meetings Attended	Attendance Rate	Voting Rate
1	Ms. Phan Thi Thu Hang	05/05	100%	100%
2	Ms. Lam Thi Thu Huong	05/05	100%	100%
3	Ms. Tran Thi Kim Oanh	05/05	100%	100%

At the meetings, the BOS reviewed and evaluated the implemented tasks, set specific directions for future activities, and discussed issues related to business operations, corporate governance, risk management, and other matters within the BOS's responsibilities and powers. The meetings were convened by the Head of the BOS, with full participation of all BOS members. Meeting minutes were prepared and stored in accordance with regulations.

2. Self-assessment of the Board of Supervisors's Performance and Individual Supervisors

The BOS's supervisory activities were carried out through the following key tasks:

- ✓ Monitoring VietinBank Securities' business and financial performance.
- ✓ Reviewing, inspecting, and evaluating the effectiveness of the internal control and inspection (ICI), internal audit (IA), risk management (RM), and early warning system of the Company.
- ✓ Supervising transactions with Related Parties/affiliates.
- ✓ Supervising the Board of Directors (BOD), General Director (GD), and other executives of VietinBank Securities.

The conclusions, recommendations, and opinions of the BOS were conveyed to the BOD and Executive Board (EB) through periodic supervisory reports, written recommendations for post-inspection implementation, direct feedback at BOD meetings, executive briefings, and written/email recommendations.

Each BOS member executed their tasks in accordance with their assigned responsibilities, fulfilling their duties and exercising their rights as prescribed by law, the Company's Charter, and the BOS's Regulations. In 2024, the BOS and its members **self-assessed that they had fully performed their assigned functions and duties.**

Remuneration, Operating Costs, and Other Benefits of the Board of Supervisors and Its Members: The total salary, remuneration, bonuses, and other benefits of the BOS in 2024 amounted to **VND 2,401,475,573.**

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No	Supervisor	Total Salary, Remuneration, Bonuses, and Other Benefits (VND)
1	Ms Phan Thi Thu Hang	1,118,387,306
2	Ms Lam Thi Thu Huong	613,696,531
3	Ms Tran Thi Kim Oanh	669,391,736
	TOTAL	2,401,475,573

II. Results of the Implementation of Specific Tasks

1. Supervision of the Company's Business and Financial Activities

a) Monitoring the Implementation of Targets/Plans According to the Resolutions of the General Meeting of Shareholders (GMS)

BOS monitors the implementation of the GMS Resolutions by regularly updating itself on the Company's business activities. The BOS actively participates in and provides opinions at regular BOD meetings and executive meetings. During these meetings, the BOS presents independent perspectives on key matters, identifies risks and operational issues, and recommends solutions to address limitations. Additionally, for areas requiring special attention and enhanced control, the BOS provides specific recommendations to improve operational efficiency and ensure sustainable growth.

In 2024, under the direction of the BOD and EB, the Company successfully met or exceeded the targets set by the GMS, except for the increasing charter capital through the issuance of shares for dividend payments. The details are as follows:

No	Content	GMS Resolution assigned	Implementation	Completion Rate
1	Profit Distribution Plan in 2023			
-	Financial Reserve and Operational Risk Fund	VND 2,735,993,212	VND 2,735,993,212 (April 2, 2024)	100%
-	Bonus, Welfare Fund	VND 17,800,536,000	VND 17,800,536,000 (April 17, 2024)	100%

No	Content	GMS Resolution assigned	Implementation	Completion Rate
-	Realized Profit after tax remaining in 2023 after appropriation <i>(The Company plans to increase charter capital through the issuance of shares for dividend payment and will seek shareholder approval after obtaining consent from competent authorities)</i>	VND 253,062,791,999	The Company is currently updating the plan and completing procedures to seek approval from competent authorities for this plan.	In Progress
2	Adjustment of the Remuneration appropriation of the BOD and BOS from the Realized profit after tax as 2022 Profit Distribution Plan approved in GMS Resolution No. 01/2023/NQ-DHĐCD-CKCT dated March 27, 2023	GMS 2023 Approved amount: VND 837,765,663 Adjusted amount (based on actual implementation): VND 686,965,663 Difference amount reserved to Realized Profit after tax: VND 150,800,000	VND 150,800,000 (April 2, 2024)	100%
3	2024 Business Plan, Profit, and Dividend	VND 280.223 Billion	VND 287.391 Billion	102.56%
4	Authorization for BOD to select an Independent Auditing firm for Financial Statements and Financial Safety Ratio Reports Semi-Annual/Annual 2024	Select 01 in 04 firms: - Deloitte Vietnam Audit CO., LTD. - Ernst & Young Vietnam CO., LTD. - KPMG CO., LTD.	- Signed 2024 audit contract with Deloitte Vietnam Audit CO., LTD. on June 28, 2024, and disclosed as per regulations	100%

No	Content	GMS Resolution assigned	Implementation	Completion Rate
		- Price Waterhouse Coopers Vietnam CO., LTD.		
5	Total Remuneration, Bonuses, and Other Benefits for BOD and BOS, and Budget for BOS Operations	Maximum 6% of 2024 Realized Profit after tax	Total remuneration/salaries, bonuses, and other benefits for BOD and BOS in 2024: VND 9,401,430,630 (~4.07% of 2024 Realized Profit after tax)	Compliant
6	Assigning to Authority person to Sign and Issue Charter on Organization and Operation, Internal Regulation on Corporate Governance, and Regulation on BOD's Operation	Elected BOD/BOS members at the 2024 GMS will assume duties from April 10, 2024	BOD Chairman signed and issued the Charter on Organization and Operation, Internal Regulation on Corporate Governance, and Regulation on BOD's Operation on April 2, 2024, and disclosed per regulations	100%
7	Personnel and Election of BOD and BOS Members		- Resolution No. 68/2024/NQ-HĐQT-CKCT, dated April 10, 2024, on electing the BOD Chairman	100%

b) Review of 2024 Financial Statements

In 2024, as part of its responsibilities, the BOS review the financial statements (FS) for the fiscal year ending December 31, 2023, and the interim financial statements for the six-month period ending June 30, 2024, of VietinBank Securities. These review were based on the financial statements audited by Deloitte Vietnam Audit Co., Ltd. The audit results confirmed that: *The 2024 financial statements accurately, fairly, and reasonably reflected the company's financial position and business activities in all material respects. The financial statements were presented in compliance with Vietnamese Accounting Standards and applicable regulations.*

Some key financial indicators from VietinBank Securities' 2024 audited financial statements are as follows:

No	Indicator	December 31, 2024 (VND Billion)
1	Total Assets	8,698.1
+	<i>Financial Assets at Fair Value through Profit or Loss (FVTPL)</i>	2,572.6
+	<i>Held-to-maturity Financial investments (HTM)</i>	1,708.5
+	<i>Available-for-sale Financial Assets (AFS)</i>	680.7
+	<i>Loan to Customers</i>	3,241.3
+	<i>Other Assets</i>	495
2	Liabilities	6,445.2
3	Owners' Equity	2,252.9
4	Total Accounting Profit Before Tax	287.4
5	Net Profit After Tax	231.1

(Source: VietinBank Securities' 2024 Audited Financial Statements)

c) Review and Evaluation of ICI, IA, RM, and Early Warning Systems

In 2024, the BOS conducted periodic reviews and monitoring while also establishing direct inspection teams for certain activities of VietinBank Securities. Through this process, BOS assessed and identified potential issues and risks while also recommending that the BOD and Executive Broad direct units rectify, amend, and address existing shortcomings based on the recommendations of internal and external audit and inspection teams.

Additionally, based on the results of supervision and inspection, BOS also assessed the effectiveness and efficiency of the company's ICI, IA, RM, and early warning systems to provide recommendations and suggestions aimed at improving these activities.

2. Supervision of Transactions with Related Parties/Persons

a) Review of contracts and transactions with related parties under the approval authority of the BOD or the GMS

In 2024, BOS reviewed contracts and transactions between the company and related parties based on the records submitted to BOS (11 records). Additionally, on September 26, 2024, the BOD issued Resolution No. 200/2024/NQ-HDQT-CKCT approving the policy for signing contracts and transactions with RP (including *the Names of Related Partners/Parties, the Scope of Contracts/Transactions, and the Maximum cumulative transaction value for the year*).

The review indicated that the approval and authorization of contracts/transactions had a legal basis, complied with the authority of the BOD, and adhered to disclosure regulations.

b) Transactions between VietinBank Securities, subsidiaries, and other companies controlled by VietinBank Securities with fifty percent (50%) or more of charter capital, and members of the BOD, the GD, other executives, and their related parties

VietinBank Securities currently has no subsidiaries or other companies in which it controls over 50% or more of the charter capital.

In 2024, there were no transactions between VietinBank Securities and members of the BOD, the GD, other company executives, or their related parties.

c) Transactions between VietinBank Securities and Companies where members of the BOD, the GD, or other executives of VietinBank Securities were founding members or held management positions within the last 03 years before the transaction

In 2024, the Company engaged in transactions with VietinBank Fund Management One-Member Limited Liability Company (in which Ms. Tran Thi Ngoc Tai – Deputy GD of the Company – served as Deputy GD of VietinBank Fund Management until March 30, 2022). Specifically, VietinBank Fund Management Limited Liability Company conducted securities custody and trading activities at VietinBank Securities (*which occurred in 2024, with detailed balances presented in the audited 2024 Financial Statements*).

3. Supervision Results for the BOD, GD, and other executives of the Company

BOS regularly monitored the BOD, GD, and other executives of VietinBank Securities based on legal regulations and the Company's charter. The monitoring results indicated that the BOD and GD managed and directed the Company's business activities in line with objectives and in compliance with legal regulations and the Company's charter.

Implementation of Rights and Responsibilities of the BOD, GD, and Other Executives:

In 2024, the BOD held periodic meetings to evaluate business performance, set directions, issue business operation guidance, and discuss corporate governance matters. During these meetings, the GD provided comprehensive reports on the Company's business areas, progress updates, and implementation results of resolutions from the GMS and the Board of Directors. Meetings attended by the Board of Supervisors were conducted in compliance with procedural and regulatory requirements.

The supervision results indicate that in 2024, the Board of Directors fulfilled its duties and powers in accordance with legal regulations and VietinBank Securities' internal regulations.

Based on the strategic direction set by the BOD, the GD assigned specific responsibilities to each Executive Board member and designated tasks for each department during monthly management meetings, reporting execution results to the BOD.

The supervision results show that in 2024, the General Director and other executives of VietinBank Securities complied with the rights and obligations of executives as stipulated by law and the Company's charter.

Risk Management (RM):

Alongside business development efforts, enhancing risk management (RM) efficiency has been identified as one of VietinBank Securities' strategic priorities. This ensures operational safety and aligns business growth with risk control. Therefore, strict compliance with legal and internal

company regulations and professional ethics remains a key focus of the Board of Directors (BOD) and the Executive Board.

Supervision by BOD, GD of ICI, RM:

The supervision of the internal control and inspection and risk management system is reflected through policy documents, executive directives issued by the BOD and the GD, periodic and ad-hoc reporting mechanisms, and directives for rectifying deficiencies as recommended by internal and external audit inspections. Control and risk management activities are emphasized and strengthened, while compliance culture, adherence to regulations and procedures, legal requirements, and professional ethics are reinforced.

III. Coordination Between the BOS and the BOD, GD, and Shareholders

The Board of Supervisors (BOS) regularly participates in periodic meetings of the BOD and the monthly briefings of the Executive Board. Generally, documents, reports, and proposals from the EB submitted for the BOD's approval are also sent to the BOS.

BOS has closely coordinated with the BOD and the EB to fulfill its functions and duties, exchanging and providing information based on legal compliance and internal company regulations.

Based on monitoring and inspection results, the BOS has provided specific recommendations and observations as advisory input for corporate governance. This supports the BOD and the Executive Board in making informed decisions and directing relevant units to implement measures for strategic growth while maintaining effective risk control. The BOD and Executive Board have reviewed and directed individuals and units to implement the BOS's recommendations and observations.

In 2024, the Board of Supervisors received requests from the major shareholder, Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank), to conduct inspections, reviews, and prepare periodic/ad-hoc supervisory reports on the Company's activities.

IV. BOS's Activity Orientation for 2025

In 2024, the BOS has fully and properly performed its functions and duties in accordance with the law, the Company's Charter, and the BOS's organizational and operational regulations.

For 2025, the BOS determines to focus on the following key tasks:

- Continue performing its functions, duties, and powers as stipulated by law, the Company's Charter, and the BOS's operational regulations.
- Supervise VietinBank Securities' operational and financial status, the implementation of GMS resolutions, and compliance with legal regulations, the Company's Charter, and internal governance rules by the BOD, GD, and other executives.
- Strengthen ongoing supervision through the reporting system and implement the annual/ad-hoc inspection plan to promptly identify and control critical issues affecting VietinBank Securities' operations, providing timely recommendations and appropriate

response measures. Enhance coordination and information exchange with the BOD and EB to stay updated on information for effective supervision, ensuring full execution of functions and maximizing the BOS's responsibilities.

- Through the IA and ICI Departments, oversee the implementation of corrective measures for identified deficiencies according to recommendations from internal and external audit inspections.
- Strengthen training programs and continually improve personnel quality to meet job requirements and ensure operational efficiency.

Respectfully submitting to the GMS for approval of the report of BOS. Ruy

Hanoi, April 25, 2025

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



Phan Thi Thu Hang



PROPOSAL ON 2024 AUDITED FINANCIAL STATEMENTS

2025

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

The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the 2024 Financial Statements (for the fiscal year ending December 31, 2024) of Vietnam Bank for Industrial and Trade Securities Joint Stock Company (VietinBank Securities) which have been audited:

- The 2024 Financial Statements of VietinBank Securities have been audited by Deloitte Vietnam Audit Company Limited; and,
- Deloitte Vietnam Audit Company Limited has audited the 2024 Financial Statements of VietinBank Securities in accordance with Vietnamese accounting standards, accounting regimes and legal regulations related to the preparation and presentation of financial statements.

With the following basic indicators:

Unit: VND

Items	Amount
1. Total assets	8,698,121,752,031
2. Liabilities	6,445,212,840,277
3. Owners' equity, of which:	2,252,908,911,754
- Share capital	1,487,383,110,000
- Share premium	7,429,080,553
- Treasury share	
- Operational risk and financial reserve	7,000,641,200
- Undistributed profit	751,096,080,001
+ Realized profit after tax	679,190,110,930
+ Unrealized profit	71,905,969,071
Total revenue	1,038,844,167,688
4. (=Total operating income + Financial income + Other income)	
Total expenses	751,452,642,910
5. (=Total operating expenses + General and Administrative expenses + Financial expenses + Other expense)	
6. Profit before tax	287,391,524,778
7. Profit after tax (*)	231,086,774,298
7.1. Realized profit	242,552,063,493
7.2. Unrealized profit	(11,465,289,195)

(*) According to the accounting regime applicable to securities companies issued by the Ministry of Finance together with Circular No. 210/2014/TT-BTC dated December 30, 2014 and Circular No. 334/2016/TT-BTC dated December 27, 2016 amending and supplementing Circular No. 210/2014/TT-BTC.

Respectfully submitting to the General Meeting of Shareholders for approval. *12/4*

Hanoi, April 28, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN *[Signature]*



Trần Phúc Vinh



PROPOSAL ON 2024 PROFIT DISTRIBUTION PLAN

2025

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

According to Article 4 of the 2022 AGM Resolution No. 02/2022/NQ/ĐHĐCĐ-CKCT dated March 21, 2022, of the Vietnam Bank for Industry and Trade Securities Joint Stock Company (the Company): *The Company will continue to appropriate the Financial Reserve and Operational Risk Fund from the Realized Profit after tax in 2021 and subsequent years, at a rate of 1% of the Realized Profit after tax.* Based on the actual situation at the Company, the balance of the Financial Reserve and Operational Risk Fund as at December 31, 2024 according to the Company's audited Financial Statements for 2024, is VND 7,000,641,200. However, during the course of operations over the past years, the Company has not utilized this fund. Accordingly, the Board of Directors of the Company proposes not to appropriate the Financial Reserve and Operational Risk Fund from the realized profit after tax in 2024.

Therefore, regarding the above-mentioned contents, the Board of Directors respectfully submits the Proposal on the 2024 Profit Distribution Plan to the General Meeting of Shareholders for approval as follows:

Unit: VND

	Items	Amount
1.	Profit after tax in 2024 according to the Financial Statements (FS)	231,086,774,298
	<i>In which: Realized profit after tax in 2024 according to the Financial Statements (FS) (*)</i>	242,552,063,493
2.	Bonus, Welfare Fund	24,604,000,000
3.	Realized profit after tax in 2024 remaining after appropriation to required fund	217,948,063,493

(*) The appropriation to the required fund is calculated based on the Company's Realized profit after tax in 2024.

Respectfully submitting to the General Meeting of Shareholders for approval. *h 7*

Hanoi, April 23, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN *Tran Phuc Vinh*



Tran Phuc Vinh

PROPOSAL ON THE 2025 BUSINESS PLAN, PROFITS, AND DIVIDENDS

2025

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

Pursuant to the 2024 business operation results and the forecast for the Vietnamese stock market in 2025, the Board of Directors (BOD) respectfully submits the Business Plan, Profit, and Dividend for 2025 for approval by the General Meeting of Shareholders as follows:

1. Business plan, profit and dividend targets for 2025:

Unit: VND

Items	Amount
1. Profit before tax	297,400,000,000
2. Expected Dividend Ratio (%)	9%

2. Proposal of the Board of Directors:

The BOD of Vietnam Bank for Industry and Trade Securities Joint Stock Company respectfully submits to the General Meeting of Shareholders a request to authorize the BOD to proactively review, research, and adjust the business plan, profits, and dividends for 2025 according to the actual situation and to disclose information as required by legal provisions.

Respectfully submitting to the General Meeting of Shareholders for approval.

Hanoi, April 23, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Tran Phuc Vinh



PROPOSAL ON SELECTION OF AN INDEPENDENT AUDITOR FOR 2025

2025

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

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments and supplements;*
- *Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements and guidings;*
- *Charter of Organization and Operation of Vietnam Bank For Industry And Trade Securities Joint Stock Company ("The Company").*

The Company's Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval of the List of independent auditing firms and authorizes the Board of Directors (BOD) to decide on the selection of an independent auditing firm to review/audit the Company's semi-annual/annual Financial Safety Ratio Report 2025, as follows:

1. Criteria for selecting an Independent auditing firm

- Selecting an independent auditing firm from the List of auditing firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2025;
- Being an independent auditing firm with experience in auditing public companies and listed companies;
- Having a reputation for audit quality;
- Having highly qualified and experienced auditors;
- Satisfying the Company's requirements regarding audit scope and progress;
- Having no conflict of interest upon auditing the Company's financial statements.

2. Proposing a list of independent auditing firms and authorizing the Board of Directors to select an independent auditing firm to review/audit the Company's semi-annual/annual Financial Safety Ratio Report for 2025.

- Based on the above criteria, the Company's Board of Supervisors proposes the following list of selected independent auditing firms:

- ✓ Deloitte Vietnam Audit Company Limited;
- ✓ Ernst & Young Vietnam Limited;
- ✓ KPMG Limited;
- ✓ PwC (Vietnam) Limited.

According to the provisions of Point m, Clause 2, Article 138 Law on Enterprises No. 59/2020/QH14:

“Article 138. Rights and Obligations of the General Meeting of Shareholders

...2. The GMS has the following rights and obligations:

m) Approve the list of independent audit firms; choose independent audit firms to carry out audit of the company; dismiss independent audits where necessary...”

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval: (i) The list of independent auditing firms mentioned above; and (ii) Authorizing the Board of Directors of the Company to decide on the selection of 01 (one) out of 04 (four) independent auditing firms mentioned above to review/audit the Financial Statements and semi-annual/annual Financial Safety Ratio Report for 2025 of the Company, ensuring quality, efficiency at reasonable costs and in accordance with the provisions of law.

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

Hanoi, April 23, 2025

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF BOARD**



Phan Thi Thu Hang



**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 *Thiela*



Tran Phuc Vinh

PROPOSAL ON PLAN OF INCREASING CHARTER CAPITAL THROUGH THE ISSUANCE OF SHARES FOR DIVIDEND PAYMENT

2025

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

The Board of Directors of Vietnam Bank for Industry and Trade Securities Joint Stock Company (the "Company" / "VietinBank Securities") respectfully submits to the General Meeting of Shareholders for approval the Plan to increase charter capital through the issuance of shares for dividend payment from the Company's undistributed after-tax profits as of the end of 2024 (the "Plan to increase charter capital through the issuance of shares for dividend payment"), specifically as follows:

1. Demand and Necessity of Charter Capital Increase

Charter capital and owners' equity are crucial factors that play a decisive role in determining financial safety indicators and operational limits for securities companies in general and for VietinBank Securities in particular. These factors include the debt limit for increasing capital resources (not exceeding 05 times owners' equity), the outstanding margin trading loan limit for the entire Company (not exceeding 200% of owners' equity), the margin trading loan limit for a single client (not exceeding 03% of owners' equity), the margin trading loan limit for a specific type of securities (not exceeding 10% of owners' equity), and the investment limits in corporate bonds, shares, capital contributions, and business projects, as well as the underwriting limits of the Company.

At VietinBank Securities, the Company aims to continue promoting the development of both potential and core business activities in alignment with market trends, thereby increasing revenue from key business segments with the following goals: increasing brokerage market share, increasing outstanding loans for margin trading, expanding loan limits to be flexible in sourcing funds, optimizing input costs for business activities, while continuing to develop consulting, agency, securities underwriting, capital arrangement and increasing profits from proprietary trading activities.

Accordingly, the increase in charter capital for VietinBank Securities serves as a foundation for future capital raises, aiming to strengthen the Company's charter capital and owners' equity. This is essential and timely for expanding operational limits, meeting capital demands for upcoming development plans, and aligning with prevailing market trends. Large charter capital and owners' equity will also create conditions for the Company to



optimize capital costs, increase competitiveness, improve trading market share and enhance the Company's image and position in both domestic and international markets. In addition, with this increase in charter capital, the Company seek to reinvest capital effectively and for the right purpose to bring new increases in long-term benefits to shareholders as well as expect to increase the value of the entire Company and the value of the Company's shares for investors.

2. Legal basis of the Plan

- Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements and guiding documents on implementation;

- Law on Securities No. 54/2019/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements and guiding documents on implementation;

- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

- Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of contents on offering, issuing securities, public offering, repurchasing shares, registering public companies and canceling public company status;

- Regulations on listing and trading of listed securities issued along with Decision No. 17/QĐ-HĐTV dated March 31, 2022 of the Board of Members of the Vietnam Stock Exchange;

- Regulation on registration and transfer of ownership of securities at the Vietnam Securities Depository and Clearing Corporation was issued along with Decision No. 50/QĐ-HĐTV dated November 1, 2024 of the Board of Members of the Vietnam Securities Depository and Clearing Corporation;

- Regulation on exercising rights for shareholders at the Vietnam Securities Depository and Clearing Corporation was issued along with Decision No. 09/QĐ-HĐTV dated August 10, 2023 of the Board of Members of the Vietnam Securities Depository and Clearing Corporation;

- Charter on Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company;

- Relevant legal documents.

3. Plan to increase charter capital through the issuance of shares for dividend payments

3.1. Amount of incremental charter capital:

- Charter capital at the time of issuance: VND 1,487,383,110,000
- Expected additional charter capital: VND 639,574,730,000

- Expected total charter capital after completing all shares issuance for dividend payments: VND 2,126,957,840,000

3.2. Plan to increase charter capital through the issuance of shares for dividend payments:

- Name of issued shares : Shares of Vietnam Bank for Industry and Trade Securities Joint Stock Company.
- Stock symbol : CTS
- Type of shares : Ordinary shares
- Par value : VND 10,000/share (Ten thousand dongs per share).
- Total issued shares : 148,738,311 shares.
- Number of treasury shares : 0 share.
- Number of outstanding shares : 148,738,311 shares.
- Number of expected issued shares : 63,957,473 shares.
- Expected total number of shares after completing all shares issuance for dividend payments : 212,695,784 shares.
- Estimated Total Issuance Value (at Par Value) : 639,574,730,000 VND.
(The number of shares to be issued and the total specific issuance value will be determined based on the number of outstanding shares as of the record date for exercising to receive stock dividends of the Company).
- Issuance ratio : 43%, corresponding to the right exercise ratio of 100 : 43
(The number of shares to be issued, total issuance value at par value, specific issuance ratio will be implemented in accordance to approval of the competent Authority).
- Issued to : Existing shareholders of Vietnam Bank for Industry and Trade Securities Joint Stock Company, whose names are on the shareholders list as determined by Vietnam Securities Depository

and Clearing Corporation as of the Record date to exercise the right receive stock dividends in accordance with the approved issuance plan and in accordance with the provisions of law.

- Source of fund : Undistributed after-tax profits by the end of 2024 of the Company (*based on data in the audited 2024 financial statements*) (*Details in Appendix 01 attached*).
- Issuance period : In 2025, the General Meeting of Shareholders (GMS) authorizes the Board of Directors (BOD) to decide on the specific issuance time after receiving approval from the competent authority.
- Completion time : The period for completing the increase in charter capital shall be implemented according to the provisions of the license/approval of the competent authority.
- Solution for dealing with fractional shares : The number of dividend shares to be received by each shareholder will be rounded down to the nearest whole share to ensure that the total number of distributed shares does not exceed the total number of shares to be issued. Any fractional shares (if any) will be canceled and not implemented, and the new charter capital will be registered based on the actual number of shares distributed.

For example: As of the record date for the stock dividend issuance, shareholder A owning 10 shares of the Company will receive 4.3 the number of newly issued dividends share, however, due to rounding down to the nearest whole share, shareholder A will actually receive 4 new shares and the remaining 0.3 fractional share(s) will be canceled.

- Register additional securities, Supplementary Listing, and Admission to Trading : The additional issued shares will be registered for deposit at the Vietnam Securities Depository and Clearing Corporation and additionally listed at the Ho Chi Minh City Stock Exchange in accordance with current laws.

4. Rights and obligations of investors receiving additional issued shares:

- Organizations and individuals receiving shares of the Company's charter capital increase are responsible for complying with the provisions of law, the Company's Charter and the Plan of increasing charter capital through issuance of shares for dividend payments in this Proposal.

- Organizations and individuals receiving shares of the Company's charter capital increase are treated equally and enjoy all the rights of the Company's shareholders in accordance with the provisions of law.

5. Current and expected shareholder structure after increasing charter capital through issuing shares to pay dividends:

- Details according to the attached Appendix 02.

6. Content submitted to the Company's General Meeting of Shareholders for approval:

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

- 6.1. Approve the *"Plan of increasing charter capital through the issuance of shares for dividend payments from undistributed after-tax profits by the end of 2024"* of the Company.
- 6.2. Approve the amendment of the Company's Charter on Organization and Operation in accordance with the updated charter capital and the increased number of shares.
- 6.3. Approve the registration of an additional securities depository at Vietnam Securities Depository and Clearing Corporation (VSDC), registration of additional listing of shares issued according to the above issuance plan at the Ho Chi Minh City Stock Exchange (HOSE).
- 6.4. Approve the authorization of the General Meeting of Shareholders and assignment to the Company's Board of Directors:
 - Decide, adjust and complete the Company's *"Plan of increasing charter capital through the issuance of shares for dividend payments from undistributed after-tax profits by the end of 2024"* based on the approval of the competent authority/request of the competent authority (if any).
 - Approve the revised content, consolidate the full text, and promulgate the Charter of Organization and Operation of Vietnam Bank for Industry and Trade Securities Joint Stock Company in accordance with the updated charter capital and the increased number of shares.
 - Decide, approve the contents and implement all necessary tasks and procedures to implement: increase charter capital, issue shares to pay dividends, change the Company's Establishment and Operation License and Business Registration

Certificate, register additional securities at VSDC, register additional listing of shares at HOSE and other procedures as prescribed by law.

- Decide on other issues related to increasing the Company's charter capital.

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

Hanoi, April 23, 2025

ON BEHALF OF BOARD OF DIRECTOR



CHAIRMAN *Trần Phúc Vinh*

Trần Phúc Vinh

APPENDIX 01 (*)

CAPITAL SOURCE TO INCREASE THE COMPANY'S CHARTER CAPITAL THROUGH ISSUING SHARES TO PAY DIVIDENDS

Attached to Proposal on Plan of increasing charter capital through the issuance of shares for dividend payments submitted to the 2025 AGM of the Company

Unit: VND

No	Items	Amount	Note
1	Undistributed realized profit after tax until the end of 2024 (according to data in audited 2024 financial statements)	679,190,110,930	(1)
2	Profit after tax in 2024 (according to data in audited financial statements in 2024)	231,086,774,298	(2)
3	Realized profit after tax in 2024 (calculated according to audited financial statements in 2024)	242,552,063,493	(3)
4	Appropriation of the Bonus Fund and Welfare Fund from the realized profit after tax in 2024	24,604,000,000	(4)
5	Undistributed after-tax profits by the end of 2024 can be utilized for dividend payments	654,586,110,930	(5) = (1)-(4)
6	Ratio of shares issued for dividend payments from undistributed after-tax profits by the end of 2024	43%	(6)
7	Source of capital to pay expected stock dividends (from Undistributed after-tax profits by the end of 2024) (i)	639,574,730,000	(7)
8	Undistributed after-tax profits by the end of 2024 remaining after appropriation and dividend payment (ii)	15,011,380,930	(8) = (5)-(7)

(i), (ii): According to the Plan for handling fractional shares, the number of shares issued to pay dividends to each shareholder will be rounded down to the nearest unit to ensure that the total number of shares distributed does not exceed the total number of shares issued, and the decimal number of fractional shares (if any) will be canceled and not implemented. The final figures in items (i) and (ii) will be recalculated based on the actual share issuance results of the Company.

APPENDIX 02

EXPECTED SHAREHOLDER STRUCTURE BEFORE AND AFTER INCREASING CHARTER CAPITAL THROUGH THE ISSUANCE OF SHARES FOR DIVIDEND PAYMENTS OF THE COMPANY (*)

(Attached to Proposal on Plan of increasing charter capital through the issuance of shares for dividend payments submitted to the 2025 AGM of the Company)

No	Name of Shareholder	Business code	Current number of shares owned (shares)	Current ownership ratio	Number of shares expected to be issued for dividend payments (shares)	Value of additional shares issued to pay expected dividends (VND)	Number of shares expected to be owned after the Company increases its charter capital (shares)	Expected charter capital after the Company issues shares to pay dividends (VND)	Expected ownership ratio after the Company increases charter capital
I Shareholders holding 5% or more of the Company's equity									
I	Vietnam Joint Stock Commercial Bank for Industry and Trade	0100111948	112,498,833	75.635%	48,374,498	483,744,980,000	160,873,331	1,608,733,310,000	75.635%
II Other shareholder									
I	Other shareholder	-	36,239,478	24.365%	15,582,975	155,829,750,000	51,822,453	518,224,530,000	24.365%
III Treasury shares									
I	Treasury shares	-	0	0%	0	0	0	0	0%
TOTAL			148,738,311	100%	63,957,473	639,574,730,000	212,695,784	2,126,957,840,000	100%

(*) Provisional calculation based on data as of March 27, 2025, the Company's latest record date. The final data will be based on the actual shareholder structure before issuance and the results after issuing shares to pay dividends of the Company.



PROPOSAL ON DISMISSAL AND ADDITIONAL ELECTION OF THE MEMBER TO THE COMPANY'S BOARD OF DIRECTORS

2025

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

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements and guiding documents on implementation;*
- *Law on Securities No. 54/2019/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements and guiding documents on implementation;*
- *Charter on Organization and Operation and the Internal Regulation on Corporate Governance of Vietnam Bank for Industry and Trade Securities Joint Stock Company*
- *Resignation letter from Mr. Dang Anh Hao from the position of Member of the Board of Directors of the Company, effective from April 24, 2025;*
- *Resignation letter from Ms. Pham Thi Huyen Trang from the position of Independent Member of the Board of Directors of the Company, effective from April 24, 2025;*
- *Document No. 348/TB-HDQT-NHCT-NS2 dated April 23, 2025 of the Board of Directors of Vietnam Joint Stock Commercial Bank for Industry and Trade regarding Personnel work.*



The Board of Directors (BOD) of VietinBank Securities respectfully submits to the General Meeting of Shareholders (GMS) for approval the following contents:

1. Approval of the dismissal of Mr. Dang Anh Hao from the position of Member of the Company's BOD from April 24, 2025.
2. Approval of the dismissal of Ms. Pham Thi Huyen Trang from the position of Independent Member of the Company's BOD from April 24, 2025.
3. Approval of the additional election of members of the Company's Board of Directors with the following contents:
 - The number of additional members to be elected to the Company's BOD is 02 (two), including at least 01 (one) Independent Member of the BOD.
 - The term of the additional members and the independent members of the Board of Directors shall start from April 24, 2025 to April 9, 2029.
4. Approval of the list of candidates to be submitted to the General Meeting of Shareholders for the additional election to the Company's Board of Directors as follows:

No.	Full name	Current position, job	Expected position to be elected
1.	Bui Thi Thanh Thuy	Head of Investment Credit Risk Management Department - Risk Management Division, Vietnam Joint Stock Commercial Bank for Industry and Trade	Member of Board of Directors
2.	Pham Viet Hung	Deputy General Director – Global Petro Sole Member Limited Commercial Bank	Independent Member of Board of Directors

(The candidates' information sheets nominated for the additional election to the BOD of VietinBank Securities are attached to this Proposal)

Respectfully submitting to the General Meeting of Shareholders for approval.

Hanoi, April 23, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Tran Phuc Vinh



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



CURRICULUM VITAE



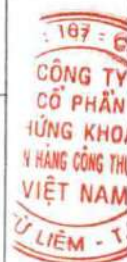
1. Full name: PHAM VIET HUNG Gender: Male
2. Date of birth: February 10, 1983
3. Place of birth: Bac Ninh
4. Nationality: Vietnamese
5. ID No.: 027083000648 Date of issue: January 05, 2023 Place of issue: Police Department for Administrative Management of Social Order.
6. Permanent address: 27/7 Import Export Packaging Company Collective Zone, Yen Hoa Ward, Cau Giay District, Hanoi
7. Current residential address: HC Golden Apartment, 319 Bo De, Long Bien, HN
8. Professional Qualification: Master of Business Administration
9. Occupation: Deputy General Director of Global Petro Sole Member Limited Commercial Bank
10. Name and address of the legal entity represented; capital contribution ratio represented (in case of being the representative of the contributed capital of the legal entity): None
11. Number, ratio of shares owned in other securities companies (specifically listed): None
12. Education and professional training:

Time	Educational and training institution	Major	Degrees
From 2002 to 2006	Hanoi Open University	Economics- Business Administration	Bachelor
From 2011 to 2013	Benedictin Univerity- United States	MBA	Master
From 2023 to 2024	Ho Chi Minh National Academy of Politics	Advanced Political Theory	Advanced Political Theory

13. Work experience:

Time	Enterprises	Titles
From 2006 to 2011	VietinBank- Hanoi Branch (Transaction I - VietinBank)	Risk Management Officer, Credit Officer

Time	Enterprises	Titles
From 2011 to 2012	Transaction office 5, Vietinbank- Hanoi Branch	Deputy Manager of Transaction office
From 2012 to 2013	Transaction office 2- VietinBank- Hanoi Branch	Deputy Manager in charge of Transaction office
From 2013 to 2015	Credit Approval Department – VietinBank Head Office	Leader of the appraisal team
From April 2015 to July 2015	GPBank Special Supervisory Board (State Bank of Vietnam)	Member – Deputy Head of Credit Team
From 2015 to 2016	Individual Customer Department – Global Petro Sole Member Limited Commercial Bank (GPBank)	Head of Department
From 2016 to 2022	Global Petro Sole Member Limited Commercial Bank- Capital Branch	Director, Member of the Party Committee of GPBank
From 2022 to now	Global Petro Sole Member Limited Commercial Bank	Deputy General Director, Member of the Party Committee of GPBank, Chairman of the GPBank Trade Union



14. Other titles (includes title of the Board of Directors of another Company): None

15. Civil act capacity: Full civil capacity.

16. Interests related to the Company and its affiliated parties: None

I hereby commit:

- To fully meet the conditions and criteria to hold the title of Independent member of the Board of Directors of VietinBank Securities from April 24, 2025.
- Not violating the provisions of law in the field of securities and the stock market.
- To notify VietinBank Securities of any changes related to the contents declared in this CV arising during the period from the time of provision/disclosure of information to the organization of the 2025 Annual General Meeting of Shareholders of the Company.
- To perform its obligations honestly, prudently, and in the best interests of the Company if elected as an Independent member of the Board of Directors of the Company at the 2025 Annual General Meeting of Shareholders of the Company.

I hereby certify and take responsibility for the accuracy and honesty of the above contents.

Hanoi, April 23, 2025

Declarant

(Signed)

Pham Viet Hung





THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

CURRICULUM VITAE



1. Full name: BUI THI THANH THUY Gender: Female
2. Date of birth: March 03, 1980
3. Place of birth: Nam Dinh City, Nam Dinh Province
4. Nationality: Vietnamese
5. ID No.: 036180022438 Date of issue: August 16, 2021 Place of issue: Police Department for Administrative Management of Social Order.
6. Permanent address: Room 14A10, CT1A, Nam Do Apartment, No. 609 Truong Dinh Street, Thinh Liet Ward, Hoang Mai District, Hanoi
7. Current residential address: Room 14A10, CT1A, Nam Do Apartment, No. 609 Truong Dinh Street, Thinh Liet Ward, Hoang Mai District, Hanoi
8. Professional Qualification: Master of Banking and Finance
9. Occupation: Banking
10. Name and address of the legal entity represented; capital contribution ratio represented (in case of being the representative of the contributed capital of the legal entity): The representative of 30% of the capital of the Vietnam Joint Stock Commercial Bank for Industry and Trade at the Vietnam Bank for Industry and Trade Securities Joint Stock Company (the Company) from April 24, 2025, specifically:
 - Name of representative legal entity: Vietnam Joint Stock Commercial Bank for Industry and Trade
 - Address: 108 Tran Hung Dao Street, Hoan Kiem, Hanoi.
 - Capital contribution ratio represented from April 24, 2025: 30% of the capital of the Vietnam Joint Stock Commercial Bank for Industry and Trade in the Company, equivalent to 22.691% of the Company's charter capital.
11. Number, ratio of shares owned in other securities companies (specifically listed): None
12. Education and professional training:

Time	Educational and training institution	Major	Degrees
From 1998 to 2002	National Economics University	Banking and Finance	Bachelor



Time	Educational and training institution	Major	Degrees
From 2006 to 2008	Monash University, Melbourne, Australia	Banking and Finance	Master

13. Work experience:

Time	Enterprises	Titles
From March, 2003 to October, 2003	Vietnam Joint Stock Commercial Bank for Industry and Trade	Short-term Credit Department Staff
From November, 2003 to November, 2006	Vietnam Joint Stock Commercial Bank for Industry and Trade	Individual Customer Department Staff
From January, 2009 to March, 2009	Vietnam Joint Stock Commercial Bank for Industry and Trade	Individual Customer Department Staff
From April, 2009 to June, 2013	Vietnam Joint Stock Commercial Bank for Industry and Trade	Investment Credit Policy Department Staff
From July, 2013 to November, 2018	Vietnam Joint Stock Commercial Bank for Industry and Trade	Deputy Head of Investment Credit Policy Department
From December, 2018 to November, 2021	Vietnam Joint Stock Commercial Bank for Industry and Trade	Deputy Head of Compliance Management Department
From November, 2021 to January, 2024	Vietnam Joint Stock Commercial Bank for Industry and Trade	Acting Head of Investment, Credit Risk Management Department
From January 2024 to now	Vietnam Joint Stock Commercial Bank for Industry and Trade	Head of Investment, Credit Risk Management Department

14. Other titles (includes title of the Board of Directors of another Company): Member of the Board of Members of Vietnam Limited Bank for Industry and Trade in Laos

15. Civil act capacity: Full civil capacity.

16. Interests related to the Company and its affiliated parties:

I hereby commit:

- To fully meet the conditions and criteria to hold the title of Member of the Board of Directors of VietinBank Securities from April 24, 2025.
- Not violating the provisions of law in the field of securities and the stock market.
- To notify VietinBank Securities of any changes related to the contents declared in this CV arising during the period from the time of provision/disclosure of information to the organization of the 2025 Annual General Meeting of Shareholders of the Company.
- To perform its obligations honestly, prudently and in the best interests of the Company if elected as a Member of the Board of Directors of the Company at the 2025 Annual General Meeting of Shareholders of the Company.

I hereby certify and take responsibility for the accuracy and honesty of the above contents.

Hanoi, April 23, 2025

Declarant

(Signed)

Bui Thi Thanh Thuy

