

No: 07/TTr-TCDL-HĐQT

Hanoi, February 22nd, 2024

STATEMENT

Regarding the Remuneration, Allowances for the Board of Directors, Board of Supervisors in 2024; Bonus for the Board of Directors, Supervisory Board, Board of Management in 2024

Dear: General Meeting of Shareholders of EVNFinance Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Law on Credit Institutions No. 47/2010/QH12 dated June 16, 2010 and Law No. 17/2017/QH14 dated November 20, 2017 amending and supplementing some articles of the Law on Credit Institutions;
- Based on the Charter of organization and operation of EVNFinance Joint Stock Company approved by the General Meeting of Shareholders (GMS) on March 17, 2023.

The Board of Directors (BOD) respectfully reports on the implementation of remuneration, allowances, bonuses for the BOD, Board of Supervisors (BOS) in 2023 and respectfully submits to the Annual GMS 2024 for approval of the remuneration, allowance plan for the BOD, BOS in 2024; bonus plan for the BOD, BOS, Board of Management (BOM) in 2024 of the Company as follows:

1. Report on Remuneration, Allowances, and Bonuses in 2023

1.1. Remuneration, Allowances for the Board of Directors (BOD), Board of Supervisors (BOS) implemented in 2023

- Based on the Resolution of the Annual General Meeting of Shareholders (AGM) 2023, the total remuneration and allowances in 2023 for members of the BOD, BOS were approved to be **5,222,774,192 VND** (Five billion, two hundred twenty-two million, seven hundred seventy-four thousand, one hundred ninety-two VND).
- The total remuneration and allowances implemented in 2023 for members of the BOD, BOS were **5,222,774,191 VND** (Five billion, two hundred twenty-two million, seven hundred seventy-four thousand, one hundred ninety-one VND), ensuring compliance with the regulations on remuneration and allowances for the BOD, BOS approved by the Annual AGM 2023.



M.S.D.

1.2. Bonuses for the Board of Directors (BOD), Board of Supervisors(BOS), and Board of Management (BOM) in 2023

- According to the Resolution of the Annual General Meeting of Shareholders (AGM) in 2023, the bonus level for the BOD, BOS, and BOM in case the profit before tax result achieved or exceeded the plan of 560 billion VND, the bonus for the BOD, BOS, and BOM ensures not to exceed 01% of profit after tax, and at the same time does not exceed the actual profit after tax increase compared to the plan. In case the profit before tax result does not reach the plan of 560 billion VND, the company will not bonus for the BOD, BOS, and BOM.
- Based on the business results of the company in 2023, the Board of Directors proposes not to bonus the BOD, BOS, and BOM in 2023.

2. Proposal for Remuneration, Allowances, and Bonuses in 2024

2.1. Remuneration, Allowances for the Board of Directors (BOD), Board of Supervisors(BOS) in 2024

- The BOD respectfully submits to the General Meeting of Shareholders (GMS) for approval of the total remuneration and allowances for the BOD, BOS in 2024, which is: 6,000,000,000 VND (Six billion dong)
- For cases where members of the BOD concurrently hold positions in the Board of Management (BOM), other positions in the Company, they will only receive salaries from the BOM, salaries from other positions in the Company, and will not receive remuneration, allowances from the BOD.

2.2. Bonuses for the BOD, BOS, BOM in 2024

The BOD proposes the bonus mechanism for the BOD, BOS, BOM as follows:

- In case the profit before tax result in 2024 does not reach the plan of 585 billion VND, the company will not bonus for the BOD, BOS, BOM.
- In case the profit before tax result exceeds no more than 10% of the profit before tax plan: The bonus will not exceed 01% of profit after tax, ensuring that the bonus level does not exceed the part of profit after tax increase compared to the plan.
- In case the profit before tax result exceeds more than 10% of the profit before tax plan: The bonus will not exceed 1.5% of profit after tax, ensuring that the bonus level does not exceed the part of profit after tax increase compared to the plan.
- The GMS delegates/authorizes the BOD to decide the specific bonus level based on the actual business operation results achieved in 2024 according to the above bonus mechanism.



D. [Signature]

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

Respectfully./.

Recipient:

- BOD, BOM;
- BOS;
- Save: Finance and Accounting Division, Governance Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



PHAM TRUNG KIEN



Notice: In case of difference between two versions of English and Vietnamese, Vietnamese version shall prevail.