

**PROPOSAL**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re.: Approval of performance-based bonus payment for the Board of Directors of TCBS)*

**To: The Annual General Meeting of Shareholders of Techcom Securities Joint Stock Company (“the Company” or “TCBS”)**

- Pursuant to the Charter of Techcom Securities Joint Stock Company;
- Based on TCBS's business results in 2025;

The Board of Directors (“the Board”) of Techcom Securities Joint Stock Company respectfully submits to the AGM for consideration and approval:

- Approval of the performance-based bonus payment for the Board of the Company for 2025 in accordance with the detailed plan set out in the attached Appendix;
- Source of funds: The operating budget of the Board of Directors and the Supervisory Board as approved at the 2025 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits the above for the AGM’s review and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**NGUYEN XUAN MINH**

### Appendix 01

*(Re: 2025 performance-based bonus payment for the Board of Directors of TCBS)*

The following table details the performance-based bonus payments for the Board of Directors of TCBS for the year 2025:

Name	Position	2025 bonus (VND)
Nguyen Xuan Minh	Chairman of the Board	2,590,400,000

Source of funds: The operating budget of the Board of Directors and the Supervisory Board as approved at the 2025 Annual General Meeting of Shareholders.

