

Số: 08/2025/TTr - HĐQT

Hanoi, May 31, 2025

**SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS**

***(Re: Remuneration for the Board of Directors, Supervisory Board, Company Secretary, and Corporate Governance Officer in 2024 and Payment Plan for 2025)***

**To: The General Meeting of Shareholders of Bao Viet Securities Joint Stock Company**

*Pursuant to Law on Enterprises No.: 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the 14th amendment of Bao Viet Securities Joint Stock Company's Charter;*

*Pursuant to Bao Viet Securities Joint Stock Company's Internal Regulations on corporate governance;*

*Pursuant to the Regulations on remuneration, operating expenses, and bonuses for Members of the Board of Directors, Supervisors, Members of Board of Management, Company Secretary, and Corporate Governance Officer, issued per Board of Directors Resolution No.: 28/2022/NQ-HĐQT dated September 21, 2022 ("Regulations on Remuneration, Operating Expenses, and Bonuses of the Board of Directors")*

The Board of Directors ("**BOD**") of Bao Viet Securities Joint Stock Company hereby presents the following to the 2025 Annual General Meeting of Shareholders ("**AGM**"):

**1. On the implementation of 2024 remuneration payments:**

Based on Article 6 of Resolution No.: 01/2024/NQ-DHDCD dated April 23, 2024, and Article 5, Remuneration Payment, of the Regulations on Remuneration, Operating Expenses, and Bonuses of the Board of Directors, the Company has paid remuneration to BOD members, Supervisors, Company Secretary, and the Corporate Governance Officer ("**CG Officer**") at the following rates:

- BOD Chairman : VND10 mn/person/month.
- BOD members and Head of Supervisory Board: VND08 mn/person/month.
- Supervisors, Company Secretary, CG Officer : VND06 mn/person/month.

The total remuneration paid in 2024: VND931,111,133 (including personal income tax)

For Board of Directors members working on a full-time basis, in accordance with current legal regulations, the Company does not pay remuneration but instead pays salary from the Salary Fund as approved by the Board of Directors.



The remuneration of BOD members and Supervisors; and the salaries of full-time BOD members are presented by the Company as separate items in the 2024 Financial Statements.

## **2. Remuneration Plan for 2025:**

Considering the business performance and Article 5 Remuneration Payment of the Regulations on Remuneration, Operating Expenses, and Bonuses of the BOD, the BOD submits for the General Meeting of Shareholders' approval the 2025 remuneration plan for the BOD members, Supervisors, Company Secretary, and CG Officer, similar to 2024, as follows:

- BOD Chairman : VND10 mn/person/month.
- BOD members and Head of Supervisory Board: VND08 mn/person/month.
- Supervisors, Company Secretary, CG Officer : VND06 mn/person/month.

The above remuneration rates are for Board of Directors members, Supervisors, Company Secretary, and Corporate Governance Officer working part-time. If non-executive BOD members or Supervisors perform projects or other tasks beyond the normal responsibilities of a BOD member or Supervisor, as per Article 33.6.1.3 of the Company's Charter, these members shall be additionally compensated through a lump-sum fee per project, salary, allowances, or other means as determined by the BOD.

For full-time Board of Directors members, Supervisors, Company Secretary, and Corporate Governance Officer, according to current legal regulations, the Company does not pay remuneration but pays salary from the Salary Fund approved by the Board of Directors.

Sincerely submit to the General Meeting of Shareholders for consideration and approval.

*With sincere appreciation./.*

### **Recipient:**

- As above;
- Archive: Secretariat.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**



*Nguyen Hong Tuan*