

Số: 08/2026/TTr - BVSC

Hanoi, May 27, 2026

SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS

(Re: Remuneration for the Board of Directors, Supervisory Board, Company Secretary, and Corporate Governance Officer in 2025 and Payment Plan for 2026)

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

Pursuant to Resolution No. 01/2025/NQ-DHDCD dated June 24, 2025, of the 2025 Annual General Meeting of Shareholders of Bao Viet Securities Joint Stock Company (the “Resolution No. 01/2025/NQ-DHDCD dated June 24, 2025”),

The Board of Directors (the “**BOD**”) of Bao Viet Securities Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders (“**AGM**”) for consideration and approval the remuneration payment for members of the Board of Directors and Supervisors for the financial year 2025, as well as the proposed remuneration plan for the financial year 2026, as follows:

1. On the implementation of 2025 remuneration payments:

Based on Article 6 of Resolution No.: 01/2025/NQ-DHDCD dated June 24, 2025, 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 2025: VND979,420,311 (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 2025 Financial Statements.

2. Remuneration Plan for 2026:

Considering the business performance, the BOD submits for the General Meeting of Shareholders’ approval the 2026 remuneration plan for the BOD members, Supervisors, Company Secretary, and CG Officer, 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 aforementioned remuneration rate shall apply to the positions of Members of the Board of Directors, Supervisors, Company Secretary, and Corporate Governance Officer serving in a concurrent capacity. In the event that a Member of the Board of Directors or a Supervisor concurrently undertakes projects or other work falling outside the scope of the ordinary duties of a Member of the Board of Directors or a Supervisor, pursuant to Article 33.6.1.3 of the Company's Charter, such Members shall be paid additional remuneration in the form of a lump-sum payment per occasion, salary, allowance, or in another form as determined by the Board of Directors and/or the Company's regulations.

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

CHAIRMAN

[Handwritten Signature]
Nguyen Hong Tuan

