

SUBMISSION TO ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Re: 2021 Remuneration of Board of Directors, Supervisory Board, Secretaries, and Board of Management and 2022 remuneration plan)

To: General Meeting of Shareholders Bao Viet Securities Company

Pursuant to:

Law on Enterprises No.59/2020/QH14 dated June 17th, 2020;

Bao Viet Securities Joint Stock Company's 12th Amendment and Supplement to the Company's Charter;

Bao Viet Securities Joint Stock Company's Internal Regulations on corporate governance.

The Board of Directors (“**BOD**”) of Bao Viet Securities Joint Stock Company (“**BVSC**”) hereby submits to the General Shareholders’ Meeting (“**AGM**”) the 2021 remuneration and 2022 remuneration plan:

1. 2021 Remuneration:

Pursuant to Article 6 of Resolution No. 01/2021/NQ-DHCD dated April 20th, 2021, the Company paid remuneration (income tax included) to members of BOD, Supervisory Board, Company Secretariat, and Board of Management as follows:

- BOD Chairman : VND 10,000,000/person/month
- BOD members and Head of SB : VND 8,000,000/person/month
- Members of SB, Secretariat/Board of Management : VND 6,000,000/person/month

The total 2021 remuneration is **VND 768,000,000 (income tax included)**.

For BOD members working on a full-time basis, based on the current law provisions, the Company did not pay remuneration but instead salary from the Salary Fund as approved by the Board of Directors.

Remuneration for BOD members, members of SB; The salary of full-time BOD members was shown in a separate section in the Company’s financial statement of 2021.

2. 2022 Remuneration Plan:

Based on the business performance, the BOD submits to the General Shareholders' Meeting the 2022 remuneration plan for BOD, Supervisory Board, Secretariat, and Board of Management, with the similar remuneration implemented in 2021. Details are as follows:

- BOD Chairman : VND 10,000,000/person/month
- BOD members and Head of SB : VND 8,000,000/person/month
- Members of SB, Secretariat/ Board of Management : VND 6,000,000/person/month

The aforementioned remuneration applies to the positions of Board of Directors, Supervisory Board, Company Secretariat, and Board of Management working on a part-time basis. For members of the Board of Directors, Supervisory Board, Company Secretariat, and Board of Management working on a full-time basis, based on the current provisions of law, the Company does not pay remuneration but instead salary from the Salary Fund as approved by the Board of Directors.

For the General Shareholders' Meeting consideration and approval.

Yours sincerely./.

Recipients:

- *As mentioned above;*
- *Archives, Secretariat.*

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



Nguyen Hong Tuan