

No.: 08/2023/ TTr - BVSC

Ha Noi, March 30, 2023

**SUBMISSION**

***To approve the 2022 Remuneration of BOD, Supervisory Board, Company Secretary, and Person in charge of corporate governance and 2023 Remuneration plan***

**To: The Annual 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 13th amendment of Bao Viet Securities Joint Stock Company's Charter;*

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

The Board of Directors (“**BOD**”) of Bao Viet Securities Joint Stock Company would like to submit to the Annual General Meeting of Shareholders (“**AGM**”) the following contents:

**1. The remuneration in 2022:**

Pursuant to Article 8, Resolution No.: 01/2022/NQ-DHDCD dated April 21, 2022, the Company paid remuneration to BOD, Supervisory Board, Company Secretary, and Person in charge of corporate governance as follows:

- BOD's chairman : VND10 mn/person/month.
- BOD's members and Head of Supervisory Board: VND08 mn/person/month.
- Supervisory Board's members, Company Secretary/ Person in charge of corporate governance: VND06 mn/person/month.

The total remuneration paid in 2022: **VND768,000,000 (including personal income tax)**

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 and SB members; The salary of full-time BOD members was shown in a separate section in the Company's financial statement of 2021

**2. The remuneration plan in:**

Based on the business performance, the BOD submits to the General Shareholders' Meeting the 2023 remuneration plan for the BOD, Supervisory Board, Company Secretary, and



Person in charge of corporate governance, with a similar remuneration implemented in 2022. Details are as follows:

- BOD's chairman : VND10 mn/person/month.
- BOD's members and Head of Supervisory Board: VND08 mn/person/month.
- Supervisory Board's members, Company Secretary/ Person in charge of corporate governance: VND06 mn/person/month.

The aforementioned remuneration applies to the positions of Board of Directors, Supervisory Board, Company Secretary, and Person in charge of corporate governance working on a part-time basis. For members of the Board of Directors, Supervisory Board, Company Secretary, and Person in charge of corporate governance 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.

*Regards./.*

**To:**

- *As above*

- *Archive: Secretariat.*

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



*Nguyen Hong Tuan*

