

No.: 09/2020/ TTr – HDQT

Hanoi, June 11<sup>th</sup>, 2020

**SUBMISSION TO ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: 2019 Remuneration of Board of Directors, Supervisory Board, Secretaries, and Board of Management and 2020 remuneration plan)*

**To: General Meeting of Shareholders Bao Viet Securities Company**

*Pursuant to:*

- *Laws on Enterprise No.68/2014/QH13 dated November 26, 2014;*
- *The 10<sup>th</sup> amendment of Bao Viet Securities Joint Stock 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 2019 remuneration and 2020 remuneration plan:

**1. 2019 Remuneration:**

Pursuant to Article 6 of Resolution No. 01/2019/NQ-DHCD dated June 20<sup>th</sup>, 2019, the Company paid remuneration to members of BOD, Supervisory Board, Company Secretariat, and Board of Management as follows:

- |  |                             |
|--|-----------------------------|
| - BOD Chairman                         | : VND7,000,000/person/month |
| - BOD members                          | : VND5,000,000/person/month |
| - Head of SB                           | : VND5,000,000/person/month |
| - Members of SB                        | : VND4,000,000/person/month |
| - Secretariat and Board of Management: | VND4,000,000/person/month   |

The total 2019 remuneration is VND488,000,000.

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.

## **2. 2020 Remuneration Plan:**

The BOD submits to the General Shareholders' Meeting the 2020 remuneration plan for BOD, Supervisory Board, Secretariat, and Board of Management, as follows:

- BOD Chairman : VND7,000,000/person/month
- BOD members : VND5,000,000/person/month
- Head of SB : VND5,000,000/person/month
- Members of SB : VND4,000,000/person/month
- Secretariat and Board of Management: VND4,000,000/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 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.

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

***Recipients:***

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

**NGUYEN HONG TUAN**