



PROPOSAL

**Re: Remuneration report of the Board of Directors, Board of Supervisors in 2025 and
Remuneration estimate in 2026**

Presentation: General Meeting of Shareholders of the Company

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020 and amended and supplemented documents from time to time;*
- *Charter of BIDV Securities Joint Stock Company.*

Regarding the remuneration of the Board of Directors and the Board of Supervisors in 2025 and the estimate of remuneration of the Board of Directors and Board of Supervisors in 2026 of BIDV Securities Joint Stock Company (BSC), the Board of Directors reports and respectfully submits to the General Meeting of Shareholders (AGM) specifically as follows:

I. Report on remuneration of the Board of Directors and the Board of Supervisors in 2025

1. Approval of the 2025 General Meeting of Shareholders

According to the approval of the General Meeting of Shareholders in Resolution No. 01/NQ-ĐHDHD dated 18/04/2025, the remuneration for members of the Board of Directors and the Board of Supervisors in 2025 is as follows:

1.1. For full-time members

- Member of the Board of Directors cum General Director: Operating under the full-time regime and receiving salary according to BSC's Income Payment Regulations.
- Vice Chairman of the Board of Directors cum Deputy General Director:
 - + Minimum remuneration (regardless of the company's business results and KPIs of personnel): 1,786,000,000 VND (*the provisional exchange rate is 25,670 VND/USD*);
 - + Maximum remuneration (in case BSC completes the assigned LAT target and depends on the personal KPI of the personnel): 2,967,000,000 VND (*the provisional exchange rate is 25,670 VND/USD*).

** Note: The above remuneration does not include contractor tax and VND/USD exchange rate difference (if any).*

1.2. For members operating on a part-time basis:

- Chairman of the Board of Directors : 10,000,000 VND/month;



- Member of the Board of Directors : 5,000,000 VND/month;
- Head of the Supervisory Board : 5,000,000 VND/month;
- Member of the Supervisory Board : 3,000,000 VND/month.

** Note: Members of the Board of Directors and the Board of Supervisors operate on a part-time basis appointed by HSC to refuse to receive remuneration.*

2. Actual settlement data

2.1. For full-time member: Mr. Chung Jae Hoon – Vice Chairman of the Board of Directors:

Based on the results of completing the KPIs of the Company and Mr. Chung, the remuneration in 2025 of the Vice Chairman of the Board of Directors is 3,001,757,072 VND (an increase of ~35 million VND compared to the estimate due to fluctuations in the VND/USD exchange rate in 2025).

2.2. For Members of the Board of Directors and Members of the Board of Supervisors operating under the part-time regime: The total remuneration is 276,000,000 VND.

II. Estimate of remuneration of the Board of Directors and the Board of Directors in 2026

Based on the personnel plan to participate in the Board of Directors and the Board of Supervisors of BSC for the term 2026 – 2031, the Board of Directors proposes the Remuneration Estimate of the Board of Directors and the Board of Supervisors in 2026 as follows:

1. For part-time members of the Board of Directors and the Board of Supervisors:

- Chairman of the Board of Directors : 10,000,000 VND/month;
- Member of the Board of Directors : 5,000,000 VND/month;
- Head of the Supervisory Board : 5,000,000 VND/month;
- Member of the Supervisory Board : 3,000,000 VND/month.

** Note: members of the Board of Directors and the Board of Supervisors operating on a part-time basis appointed by HSC refuse to receive remuneration.*

2. For full-time members of the Board of Directors

- Member of the Board of Directors cum General Director operating under the full-time regime and receiving salary according to the Company's salary payment regulations;

- For Vice Chairman of the Board of Directors (cum Deputy General Director) and full-time members of the Board of Directors (expected to start from 22/04/2026).

+ Minimum level (regardless of the Company's business results): 2,853,300,000 VND;

+ Maximum level (depending on the Company's business results and personal KPIs of personnel - assuming KPIs reach 100%): 4,755,500,000 VND.

* *Note: The above remuneration does not include Contractor Tax and VND/USD exchange rate difference (if any)*

3. Bonuses from sources formed from Profit after tax (Manager Bonus Fund, Welfare, etc.) and allowances for participation in Board of Directors meetings...: Comply with the approval of the General Meeting of Shareholders on the distribution of after-tax profits and the Company's regulations.

BSC's Board of Directors for the term 2021 - 2026 reports and respectfully submits to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Archived Office.

OB OF BOARD OF DIRECTORS

CHAIRMAN



[Handwritten Signature]

Ngo Van Dung

