
No. 05/2025/TTr-HĐQT

Hanoi, February, 2025

SUBMISSION

*For the approval of remuneration in 2024 and proposed plan in 2025 for the Board of Directors
and Board of Supervisors*

**To: THE GENERAL MEETING OF SHAREHOLDERS
SMART INVEST SECURITIES JOINT STOCK COMPANY**

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Pursuant to the Charter of Smart Invest Securities Joint Stock Company ("Company's Charter").*

The Board of Directors of SmartInvest Securities Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the finalization of remuneration for 2024 and the remuneration payment plan for the Board of Directors and the Board of Supervisors in 2025, as follows:

1. Remuneration in 2024:

The Company has paid remuneration to the Board of Directors and the Board of Supervisors members as follows:

- Chairperson – Vice Chairperson of the Board: VND 120,000,000 /person/year;
- Executive member of the Board of Directors: VND 36,000,000 /person/year;
- Independent Member of the Board of Directors: VND 24,000,000 /person/year;
- Head of the Board of Supervisors: VND 24,000,000 /person/year;
- Member of the Board of Supervisors: VND 12,000,000 /person/year.

2. Remuneration plan for 2025:

The Company plans to pay remuneration to the Board of Directors and the Board of Supervisors members as follows:

- Chairperson – Vice Chairperson of the Board: VND 120,000,000 /person/year;
- Executive member of the Board of Directors: VND 36,000,000 /person/year;
- Independent Member of the Board of Directors: VND 24,000,000 /person/year;
- Head of the Board of Supervisors: VND 24,000,000 /person/year;
- Member of the Board of Supervisors: VND 12,000,000 /person/year.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**

Recipients:

- *As above;*
- *BOD, Executive Board;*
- *HR/Admin.*

(Signed)

Ngo Thi Thuy Linh

Note: This document may be amended/supplemented and presented to the AGM for consideration and decision-making at the meeting