

No: 13/TTr-MBS-HĐQT

Ha Noi, 24 March 2025

## **PROPOSAL**

### ***(Remuneration of the Board of Directors and the Supervisory Board for 2025)***

#### **Respectfully Submitted to: THE GENERAL MEETING OF SHAREHOLDERS OF MB SECURITIES JOINT STOCK COMPANY**

- *Based on the Law on enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, which has been amended and supplemented by the Law on Amendments and Supplements to Some Articles of the Law on Public Investment, the Law on Public-Private Partnership Investment, the Law on Investment, the Law on Housing, the Bidding Law, the Electricity Law, the Law on Enterprises, the Law on excise Duty, and the Law on enforcement of civil judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 ("Law on Enterprises 2020");*
- *Based on the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("Law on Securities 2019");*
- *Based on Decree No. 155/2020/ND-CP issued by the Government on December 31, 2020, providing detailed regulations for the implementation of certain provisions of the Law on Securities;*
- *Based on Circular No. 121/2020/TT-BTC issued by the Ministry of Finance on December 31, 2020, regulating the activities of securities companies;*
- *Based on other relevant legal documents;*
- *Based on the Resolution of the 2024 Annual General Meeting of Shareholders of MB Securities Joint Stock Company, No. 01/NQ-MBS-ĐHDCĐ dated March 28, 2024;*
- *Based on the actual operational situation.*

The Board of Directors of MB Securities Joint Stock Company reports and respectfully submits to the General Meeting of Shareholders the remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) at the 2025 Annual General Meeting of Shareholders as follows:

#### **1. Report on the Remuneration of the Board of Directors and the Supervisory Board for the year 2024:**

The total remuneration of the Board of Directors and the Supervisory Board for 2024 is within the limit approved by the General Meeting of Shareholders (1.2% of the actual after-tax profit for 2024). The total remuneration for 2024 will be applied to both executive and non-executive members of the Board of Directors and the Supervisory Board. Members of the Board of Directors and the Supervisory Board will receive remuneration, salary, bonuses, and other benefits in accordance with the company's annual business performance, ensuring compliance with current regulations.

#### **2. Proposal for the remuneration of the Board of Directors and the Supervisory Board for the year 2025:**

The Board of Directors of MB Securities Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the total remuneration and operating budget for the Board of Directors and the

Supervisory Board for 2025, set at 1.2% of the actual after-tax profit for 2025. The General Meeting of Shareholders authorizes the Board of Directors to decide on the principles and mechanisms for the payment of remuneration, salaries, bonuses, operational expenses, and other benefits for the members of the Board of Directors and the Supervisory Board, based on the assignment of tasks, job performance, and the company's business results, in accordance with MBS's salary and benefits policies and current regulations. Respectfully submitted for the General Meeting of Shareholders' consideration and approval!

**Document Receiving Department:**

- General Meeting of Shareholders;
- Saved at the BOD Office.

**REPRESENTING THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF DIRECTORS**



*Note: In the event of any discrepancies between the two language versions of this Document, the Vietnamese version shall prevail.*