

No: 08 /TT-HDQT-CKDK

Hanoi, April 04, 2024

**PROPOSAL****Re: Approval of the Remuneration Fund for 2024 and  
the Remuneration Fund Plan for 2025**To: General Meeting of Shareholders -  
PetroVietnam Securities Inc. (PSI)

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the Remuneration Fund of the Board of Directors and the Supervisory Board for the year 2024 and the Remuneration Fund Plan for the year 2025, as follows:

**1. Approval of the Remuneration Fund for 2024:**

No.	Title	Number of Members	Planned Remuneration Fund (VND)
<b>I</b>	<b>Representative of PVcombank</b>		<b>1,266,000,000</b>
1	Full-time Chairman of the Board of Directors	1	870,000,000
2	Concurrent Member of the Board of Directors	2	240,000,000
4	Concurrent Head of the Supervisory Board	1	96,000,000
5	Concurrent Member of the Supervisory Board	1	60,000,000
<b>II</b>	<b>Other Members</b>		<b>300,000,000</b>
1	Concurrent Member of the Board of Directors	2	240,000,000
2	Concurrent Member of the Supervisory Board	1	60,000,000
<b>Total</b>			<b>1,566,000,000</b>

**2. Approval of the Remuneration Fund Plan for 2025:**

- The total planned Remuneration Fund for 2025 is 1,692,000,000 VND.  
(In words: One billion six hundred ninety two million VND)
- Details of the remuneration levels for each title are as follows:



No.	Title	Number of Members	Remuneration per Person per Month (VND)	Planned Remuneration Fund (VND)
<b>I</b>	<b>Representative of PVcombank</b>			<b>1,242,000,000</b>
1	Full-time Chairman of the Board of Directors	1	72,500,000	870,000,000
2	Concurrent Member of the Board of Directors	2	9,000,000	216,000,000
3	Concurrent Head of the Supervisory Board	1	8,000,000	96,000,000
4	Concurrent Member of the Supervisory Board	1	5,000,000	60,000,000
<b>II</b>	<b>Other Members</b>			<b>276,000,000</b>
1	Concurrent Member of the Board of Directors	2	9,000,000	216,000,000
2	Concurrent Member of the Supervisory Board	1	5,000,000	60,000,000
<b>III</b>	<b>Bonus Fund for Exceeding Profit Targets for Full-time Members (20%)</b>			<b>174,000,000</b>
<b>Total</b>				<b>1,692,000,000</b>

Respectfully submitted./.

**Recipients:**

- As above;
- Archive

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Anh Tuan**