

**PROPOSAL**

**Regarding the payment of remuneration in 2023 and the estimate of remuneration in 2024  
of PVI Board of Directors and Supervisory Board**

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the PVI's Charter;
- Pursuant to the Resolution of the 2023 Annual General Meeting of Shareholders No. 01/2023/NQ-ĐHĐCD dated April 26, 2023;
- Pursuant to the current regulations on salary and bonus payment of PVI;
- Based on the business results in 2023, business plan in 2024,  
The Board of Directors proposes to the General Meeting of Shareholders the following contents:

**I. Report on remuneration of PVI Board of Directors (BOD) and Supervisory Board (SB) in 2023:**

**1. Remuneration/salary:**

**1.1 Number of members:**

- Members of the BOD: 08 members in which 03 full-time members; 05 part-time members.
- Members of the SB: 04 members, in which 01 full-time member is the Head of the SB; 03 part-time members.

**1.2 Total remuneration/salary paid for members of the BOD (*including remuneration of the Standing Vice Chairman cum CEO*) and the SB in 2023, specifically:**

+ Members of the BOD: VND 11.706.250.000

Including:

- ✓ Full-time member: VND 10.026.250.000
- ✓ Part-time member: VND 1.680.000.000

+ Member of SB: VND 2.570.000.000

Including:

- ✓ Head of SB: VND 2.210.000.000
- ✓ Part-time member: VND 360.000.000

**Total: VND 14.276.250.000**

**2. Bonus, other benefits, operating expenses of BOD, SB:**

**2.1 Bonus:**

In 2023, members of the BOD, members of the SB receive additional salaries for completion and overachievement of profit plan, specifically:

- + Members of the BOD (including full-time & part-time members): VND 9.423.600.000
- + Members of SB (including full-time & part-time members): VND 1.766.900.000

- 2.2 Insurance program to attract and retain leaders: Members of the BOD, full-time members of the SB are entitled to participate in the welfare insurance program according to position levels, source from PVI expenses with 10-year program duration.
- 2.3 The operating expenses of the BOD, the SB are implemented in accordance with the current regulations of PVI.

## **II. Remuneration plan of the Board of Directors and Supervisory Board in 2024:**

### **1. Remuneration/salary:**

#### 1.1 Number of members:

- + Members of the BOD: 08 members of which 03 full-time members; 05 part-time members.
- + Members of the SB: 04 members, of which 01 full-time member is the Head of the Supervisory Board.

#### 1.2 The remuneration plan of the members of the BOD includes remuneration of the Board of Directors member cum CEO, the SB in 2024 and does not include supplement salary for exceeding the profit plan in 2024 (according to the attached table):

- + Member of the BOD:
- + Member of SB:

In which, the remuneration of part-time members in 2024:

- ✓ Member of the BOD holding the position of Chairman:
- ✓ Member of the BOD cum Head of Committees:
- ✓ BOD member:
- ✓ Member of SB:

### **2. Bonus, other benefits, operating expenses of BOD, SB:**

- 2.1 Bonus according to business result of the year and PVI regulations.
- 2.2 Entitled the Welfare insurance program for Leaders.
- 2.3 The operating expenses of the BOD, the SB are implemented in accordance with the current regulations of PVI.
3. In case the number of full-time/part-time members changes and/or the remuneration/salary of the BOD, the SB of PVI is adjusted in 2024, the salary/remuneration fund will be adjusted accordingly.

Respectfully./.

**ON BEHALF OF THE BOD  
PP. CHAIRMAN**