

PROPOSAL

Re: Finalization of remuneration for the Board of Directors and Audit Committee in 2024 and remuneration plan for the Board of Directors and Audit Committee in 2025

Dear: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020 and documents amending, supplementing and guiding its implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued on November 26, 2019 and documents amending, supplementing and guiding its implementation;
- Pursuant to the Charter of Everest Securities Joint Stock Company ("**Company**");

The Board of Directors of Everest Securities Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the remuneration settlement of the Board of Directors, Audit Committee in 2024 and the remuneration plan and bonus fund in 2025:

1. Finalization of remuneration for the Board of Directors and Audit Committee in 2024

No.	Category	Number of people	Remuneration fund paid in 2024 (dong)
A	Board of Directors Remuneration		
1	Chairman of the Board	1	3.650.000.000
2	Board of Directors Members	10	4.566.640.782
B	Audit Committee Remuneration		
1	Chairman of the Audit Committee	1	600.000.000
2	Audit Committee Members	1	320.400.000
	Total		9.137.040.782

The total remuneration fund for the Board of Directors and the Audit Committee in 2024 approved by the General Meeting of Shareholders is VND 9.500.000.000 (Nine billion five hundred million dong), the remuneration paid to the members of the Board of Directors is: VND 9.137.040.782 (Nine billion, one hundred thirty-seven million, zero hundred forty thousand, seven hundred eighty-two dong).

2. Settlement of the 2024 Board of Directors' bonus fund:

The bonus fund approved by the General Meeting of Shareholders in Resolution No. 01/2024/NQ - ĐHĐCĐ dated April 25, 2024 is 5% calculated on the excess between the realized after-tax profit compared to the after-tax profit according to the 2024 plan approved by the General Meeting of Shareholders. According to the 2024 audit report, the company's after-tax profit reached VND 17.177.035.087, completing 16% of the 2024 plan, accordingly the bonus fund of the Board of Directors and the Audit Committee is not calculated.

3. Remuneration and bonus plan for the Board of Directors and Audit Committee in 2025

- The total remuneration fund for the Board of Directors and Audit Committee in 2025 is VND 8.500.000.000 (Eight billion five hundred million dong)/year.
- The bonus fund for the Board of Directors and Audit Committee in 2025 is 5% of the excess between the Company's actual after-tax profit and the planned after-tax profit for 2025 approved by the General Meeting of Shareholders.
- The General Meeting of Shareholders authorizes the Board of Directors to allocate the remuneration fund and bonus fund for the Board of Directors and Audit Committee in 2025.

Respectfully submit to the General Meeting of Shareholders of the Company for consideration, comments and approval.

Sincerely./.

Recipient:

- As above;
- Archive: BOD Office

**PP. BOARD OF DIRECTORS
PRESIDENT**



Nguyen Hai Chau

