

**VIETNAM ASIA COMMERCIAL
JOINT STOCK BANK**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /2026/TTr-HĐQT

Hanoi, April 03, 2026

DRAFT

PROPOSAL

**For approval of the remuneration for 2025 and proposed remuneration for 2026
of the Board of Directors and the Supervisory Board**

Attn: General Meeting of Shareholders

- Pursuant to the Law on Credit Institutions No. 32/2024/QH15 approved January 18, 2024 and related guiding documents;
- Pursuant to the Charter on the Organization and Operation of Vietnam Asia Commercial Joint Stock Bank (VAB);

The Board of Directors (“BOD”) reports and respectfully submits to the General Meeting of Shareholders for approval the matters related to the remuneration of the Board of Directors and the Supervisory Board (SB) as follows:

1. Finalized remuneration and bonus for 2025: 11,244,287,000 VND (*eleven billion, two hundred forty-four million, two hundred eighty-seven thousand dong*).
2. Proposed total remuneration and bonus for 2026 for member of BOD and SB: 15,000,000,000 VND (*fifteen billion dong*).

Operational expenses and other costs shall be implemented in accordance with VAB's current internal expenditure regulations.

3. Implementation

- Assigns the BOD and SB to allocate the remuneration of BOD and SB members based on a unified principle; the BOD shall determine the remuneration for each BOD member by consensus; the SB shall determine the remuneration for each SB member by consensus.

- Signs contracts with the members in accordance with legal regulations (if applicable).

Respectfully submitted to the General Meeting of Shareholders for approval.

**ON BEHALF OF BOD
CHAIRMAN**

Recipients:

- Shareholders;
- Members of the BOD and SB;
- Office of BOD (for recordkeeping).

Phương Thành Long