

VIETNAM ASIA COMMERCIAL
JOINT STOCK BANK

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /2025/TTr-HĐQT

Hanoi, 05th April 2025

DRAFT

PROPOSAL

**For approval of the remuneration for 2024 and proposed remuneration for 2025
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 reports and respectfully submits to the General Meeting of Shareholders for approval the matters related to the remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) as follows:

1. Finalized remuneration and bonus for 2024: 9,075,190,000 VND (*nine billion, seventy - five million, one hundred ninety thousand dong*).
2. Approval of the total proposed remuneration and bonus of 2025 for BOD and SB members: 12,000,000,000 VND (*twelve 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.
- Sign contracts with the members in accordance with legal regulations (if applicable).

The BOD hereby proposes to the General Meeting of Shareholders. 

Recipients:

- Shares holders;
- Member of BOD, Supervisory Board;
- Office of the BOD (record keeping).

**ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

Phuong Thành Long