

PROPOSAL

The Remuneration of the Board of Directors and the Board of Supervisors for Fiscal Year 2026

TO: ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2025

- Pursuant to the Law on Enterprises and the Law on Credit Institutions;
- Pursuant to the Charter of Saigon Thuong Tin Commercial Joint Stock Bank (Sacombank);
- Pursuant to the business plan for FY2025 of Sacombank,

In FY2024, the pre-tax profit was VND7,628 billion, reaching 52% of the target set by the Annual General Meeting of Shareholders (AGM).

According to the Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, of the SACOMBANK'S General Meeting of Shareholders, the remuneration fund for the Board of Directors (BOD) and the Board of Supervisors (BOS) of Sacombank in 2025 was allocated at a rate of 0.7% of the consolidated pre-tax profit for the FY2025 (equivalent to VND 53 billion).

For the fiscal year 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration for the Board of Directors and the Supervisory Board in the amount of VND 79 billion.

The operational expenses of the BOD and the BOS will be implemented in accordance with Sacombank's prevailing regulations.

Respectfully,

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



DUONG CONG MINH

Recipients:

- Annual General Meeting of Shareholder FY 2025: "for approval";
- Archived at Governance Office.