

REPORT

REMUNERATION AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS (BOD), SUPERVISORY BOARD (SB), AND EXECUTIVE BOARD IN 2024; REMUNERATION PLAN FOR BOD AND SB IN 2025

I. Total Remuneration and Operating Expenses for BOD and SB in 2024:

No.	Content	2024 (million VND)	Note
A	Remuneration and Operating Expenses for the Board of Directors and SB in 2024 (*)		
1	Remuneration for the Board of Directors (BOD)	22.519	
1.1	Mr. Le Van Tan – Chairman	6.000	
1.2	Ms. Nguyen Thi Nga – Standing Vice Chairwoman	5.400	
1.3	Ms. Le Thu Thuy – Vice Chairwoman	4.245	
1.4	Ms. Khuc Thi Quynh Lam – Vice Chairwoman	2.916	
1.5	Ms. Ngo Thi Nhai – Member	401	Ms. Ngo Thi Nhai has ceased serving as a member of the Board of Directors effective April 17, 2024
1.6	Mr. Mathew Nevil Welch – Member	1.200	
1.7	Mr. Fergus Mardonald Clark – Independent Member	1.404	
1.8	Ms. Tran Thi Thanh Thuy – Member	953	Elected to a member of the Board of Directors, effective April 17, 2024
2	Remuneration for the Supervisory Board (SB)	5.060	
2.1	Ms. Vu Thi Ngoc Quynh – Head	1.723	Changed to Member since November 15, 2024
2.2	Mr. Nguyen Ngoc Quynh – Head	337	Elected to Head of BS, effective November 15, 2024
2.3	Mr. Nguyen Thanh Luan – Member	1.566	
2.4	Ms. Vu Thu Thuy - Member	1.296	
2.5	Mr. Luong Duy Dong – Member	138	Elected to Head of BS, effective November 15, 2024

No.	Content	2024 (million VND)	Note
3	Reception, protocol, and other expenses	3.709	
B	Salary, Bonus, and Other Benefits for CEO and Senior Executives in 2024 (*)	30.553	

(*) The remuneration and salary figures are presented net of personal income tax (PIT).

The payment of remuneration to the Board of Directors (BOD) and the Supervisory Board (SB) has been carried out in accordance with the approved remuneration framework of the BOD and SB of SeABank and within the budget scope approved by the 2024 Annual General Meeting of Shareholders ("AGM"), ensuring maximum cost efficiency for the Bank.

II. Remuneration and Operating Expense Plan for BOD and SB in 2025

1. Based on current regulations, business targets, and personnel plans, the BOD proposes the following budget for 2025:

No.	Content	Budget
1	Remuneration and Operating Expense Plan for BOD	VND 80 billion
2	Remuneration and Operating Expense Plan for BS	VND 40 billion
	Total	VND 120 billion

2. The BOD to review, amend, and decide on regulations relating to remuneration, expenses, and benefits to ensure compliance with SeABank's internal policies, legal regulations, and actual circumstances.

Respectfully submitted!

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

LE VAN TAN