

REPORT ON REMUNERATION AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD AND BOARD OF MANAGEMENT IN 2023; REMUNERATION PLAN AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2024

I. Report on remuneration and operating expenses of the Board of Directors and Supervisory Board in 2023, salaries, bonuses and other benefits of the Board of Management and other managers in 2023:

TT	Content	2023 (million dong)
A	Total remuneration and operating expenses of the Board of Directors and Supervisory Board in 2023 (*)	26,154
1.	Remuneration of the Board of Directors (“BOD”)	22,308
-	Chairman of the Board	6,000
-	Standing Vice Chairman of the Board of Directors	5,400
-	Vice Chairman of the Board of Directors, full-time	4,800
-	Vice Chairman of the Board of Directors	2,319
-	Member of the Board of Directors	2,060
-	Independent member of the Board of Directors	1,729
2.	Remuneration of the Supervisory Board (“BOS”)	3,846
2.1	Mrs. Vu Thi Ngoc Quynh – Head of BOS	1,554
2.2	Mrs. Nguyen Thi Phuong – BOS Member	180
2.3	Mr. Vu Quoc Viet – BOS Member	180
2.4	Mr. Nguyen Thanh Luan – full-time BOS Member	1,057
2.5	Mrs. Vu Thu Thuy – full-time BOS Member	875
3.	Reception, ceremony and other expenses of the Board of Directors and Supervisory Board	2,403
B	Salaries, bonuses and other benefits of the General Director and other managers (*)	31,497

(*) Remunerations and salaries are figures after personal income tax has been deducted.

The payment of remuneration to the Board of Directors and the Supervisory Board is carried out in accordance with the regulations on the remuneration framework of the Board of Directors and the Supervisory Board of SeABank and the budget scope approved by the 2023 Annual General Meeting of Shareholders, on the basis of utilize cost savings for the Bank.

II. Plan to pay remuneration and operating expenses of the Board of Directors and Supervisory Board in 2024

1. Based on the regulations on remuneration and expenses of the Board of Directors and Supervisory Board that have been issued and evaluating the business targets and human resource plans of the Board of Directors and Supervisory Board in 2024, the Board of Directors requests that the General Meeting of Shareholders approve the total remuneration, bonuses and operating expenses in 2024 of the Board of Directors and Supervisory Board are as follows:

TT	Content	Total Budget 2024
1	Remuneration and operating expenses of the Board of Directors	80 billion VND
2	Remuneration and operating expenses of the Supervisory Board	20 billion VND
	Total	100 billion VND

The General Meeting of Shareholders (i) assign the Board of Directors to decide/approve/issue (including amendments, supplements, and replacements) regulations on remuneration, expenses, bonuses and other benefits for members of the Board of Directors, members of the Supervisory Board of SeABank, and the remuneration of the members of the Board of Directors ensure compliance with the budget plan of the Board of Directors and Supervisory Board approved by the General Meeting of Shareholders and other relevant regulations of SeABank from time to time; (ii) assign the Supervisory Board to decide the remuneration of Supervisory Board members to ensure compliance with the budget plan of the Board of Directors and Supervisory Board approved by the General Meeting of Shareholders and other relevant regulations of SeABank from time to time.

Respectfully submit!

**O/B/O. BOARD OF DIRECTORS
CHAIRMAN**

(signed)

LE VAN TAN