

**REPORT  
ON REMUNERATION, BONUSES AND OTHER BENEFITS  
OF THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND  
THE GENERAL DIRECTOR FOR 2025 AND THE PLAN FOR 2026**

**I. Report on remuneration, bonuses and other benefits of the Board of Directors and the Supervisory Board; salaries, bonuses and other benefits of the General Director and other executives in 2025:**

	Description	2025 (VND million)	Notes
<b>A</b>	<b>Total remuneration (*), bonuses and other benefits of the Board of Directors and the Supervisory Board in 2025 (**)</b>	<b>45.065</b>	
<b>1</b>	<b>Remuneration of the Board of Directors (“BOD”)</b>	<b>29.403</b>	
1.1	Mr. Le Van Tan – Chairman of the BOD	7.000	
1.2	Madame Nguyen Thi Nga – Standing Vice Chairwoman of the BOD	6.300	
1.3	Ms. Le Thu Thuy – Vice Chairwoman of the BOD	5.600	
1.4	Mrs. Khuc Thi Quynh Lam – Vice Chairwoman of the BOD	3.402	
1.5	Mr. Mathew Nevill Welch – Member of the BOD	1.752	
1.6	Mr. Fergus Macdonald Clark – Independent Member of the BOD	1.885	
1.7	Mrs. Tran Thi Thanh Thuy – Member of the BOD	2.414	
1.8	Mr. Matthew Sander Hosford – Independent Member of the BOD	1.050	Elected as Independent Member of the BOD on 25/04/2025
<b>2</b>	<b>Remuneration of the Supervisory Board</b>	<b>9.219</b>	
2.1	Mr. Nguyen Ngoc Quynh – Head of the Supervisory Board	3.080	
2.2	Mrs. Vu Thi Ngoc Quynh – Member of the Supervisory Board	1.540	
2.3	Mr. Nguyen Thanh Luan – Full-time Member of the Supervisory Board	1.827	
2.4	Mrs. Vu Thu Thuy – Full-time Member of the Supervisory Board	1.512	
2.5	Mr. Luong Duy Dong – Member of the Supervisory Board	1.260	
<b>3</b>	<b>Other benefits of the Board of Directors and the Supervisory Board</b>	<b>6.689</b>	
3.1	PVI Care health insurance	522	
3.2	Health check-ups	246	Costs incurred in 2025 recognized in 2026
3.3	Other expenses (training expenses, business travel expenses, transportation costs, hospitality expenses, etc.)	5.921	
<b>B</b>	<b>Salaries, bonuses and other benefits of the General Director and other executives</b>	<b>45.123</b>	

(\*) Remuneration includes regular remuneration and additional remuneration.

(\*\*) Remuneration, salaries, bonuses, benefits and other interests are figures after personal income tax deduction.

The payment of remuneration to the Board of Directors and the Supervisory Board has been carried out in accordance with regulations on the remuneration framework of the Board of Directors and the Supervisory Board of SeABank and within the budget scope approved by the Annual General Meeting of Shareholders (“AGM”) in 2025, on the basis of cost optimization for the Bank.

## **II. Plan for remuneration, bonuses and other operating budgets of the Board of Directors and the Supervisory Board for 2026**

Based on regulations on remuneration, bonuses and operating expenses of the Board of Directors and the Supervisory Board, as well as the assessment of business targets and personnel plans for 2026, the Board of Directors proposes that the AGM approve the operating budget for 2026 of the Board of Directors and the Supervisory Board, and the payment of remuneration, bonuses and other benefits to members of the Board of Directors and the Supervisory Board as follows:

### 1. Proposed operating budget of the Board of Directors and the Supervisory Board:

<b>No.</b>	<b>Description</b>	<b>2026 Budget</b>
1	Total remuneration, bonuses and other operating budgets of the Board of Directors	1.2% of profit before tax in 2026
2	Total remuneration, bonuses and other operating budgets of the Supervisory Board	0.6% of profit before tax in 2026
	<b>Total</b>	<b>1.8% of profit before tax in 2026</b>

- Members of the Board of Directors and members of the Supervisory Board shall be entitled to remuneration, bonuses and other benefits in accordance with current regulations of SeABank and/or as amended or supplemented from time to time (if any).
- To implement Items 1 and 2, the Board of Directors shall continue to review regulations on remuneration schemes, expenses, bonuses and other benefits applicable to members of the Board of Directors and the Supervisory Board of SeABank, and carry out amendments and supplements to ensure compliance with the approved plans and budgets of the Board of Directors and the Supervisory Board as approved by the AGM, as well as other relevant regulations of SeABank, applicable laws from time to time, and actual circumstances.

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

*(Signed)*

**LE VAN TAN**

**ON BEHALF OF THE SUPERVISORY  
BOARD  
HEAD OF THE SUPERVISORY  
BOARD**

*(Signed)*

**NGUYEN NGOC QUYNH**