



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness.
Ho Chi Minh City,2025

PROPOSAL

DRAFT

To: **SHAREHOLDERS OF
SAIGON BANK FOR INDUSTRY AND TRADE**

Pursuant to:

The Law on Credit Institutions No. 32/2024/QH15 (amended and supplemented);

The Charter of Saigon Bank for Industry and Trade.

The Board of Directors (BOD) of Saigon Bank for Industry and Trade (SAIGONBANK) respectfully submits the following report regarding the salary and remuneration fund for managers to the Annual General Meeting of Shareholders in 2025.

1. Salary and Remuneration Fund for Managers in 2024

Based on the number of managers and the business performance of SAIGONBANK in 2024, the BOD respectfully submits to the 2025 Annual General Meeting of Shareholders for the finalization of the Salary and Remuneration Fund for Managers in 2024 of VND 6.361 million.

2. Planned Salary and Remuneration Fund for Managers in 2025

Based on the banking industry orientation in 2025 and SAIGONBANK's 2025 business plan submitted to the Annual General Meeting of Shareholders; based on the management needs and the number of managers in 2025, the BOD respectfully proposes to the Annual General Meeting of Shareholders in 2025 for approving of the planned salary and remuneration fund for managers in 2025 of VND 14.237 million.

The Board of Directors is responsible for approving the total salary and remuneration fund for managers in accordance with the regulations specified in Decree No. 44/2025/ND-CP dated February 28, 2025, by the Prime Minister on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises.

Regards./.

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

Recipients:

- As mentioned above;
- Banking Supervision Agency;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- HR & Admin Dept, Board of Directors office (filing).

VU QUANG LAM