



**SAIGON BANK  
FOR INDUSTRY AND TRADE**

**THE SOCIALIST REPUBLIC OF VIET NAM  
Independence – Freedom – Happiness**

No: TTr-SGB-HDQT  
Regarding the salary and remuneration fund for  
members of the BOD, BOS of SAIGONBANK

Ho Chi Minh City, April , 2026

**DRAFT**

## **PROPOSAL**

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

Pursuant to:

- The Law on Credit Institutions (as amended and supplemented);
- The Charter of Saigon Bank for Industry and Trade (SAIGONBANK);

The Board of Directors of SAIGONBANK respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) the report on the salary and remuneration fund for members of the Board of Directors (BOD) and the Board of Supervisors (BOS) as follows:

### **1. Salary and remuneration fund for members of the Board of Directors and the Board of Supervisors in 2025:**

Based on the number of members of the BOD and the BOS as well as SAIGONBANK's 2025 business performance, the BOD respectfully submits to the 2026 AGM for approving the finalized salary and remuneration fund for members of the BOD and the BOS in 2025, amounting to VND 3.320 million.

### **2. Proposed salary and remuneration fund for members of the Board of Directors and the Board of Supervisors in 2026:**

Based on the orientation of the banking sector and the business plan of SAIGONBANK in 2026 submitted to the AGM, as well as the governance requirements and the number of members of the BOD and the BOS in 2026, the BOD proposes the 2026 AGM to approve the estimated total salary and remuneration fund for members of the BOD and the BOS in 2026 amounting to VND 4.644 million, and assign the BOD to approve and implement the salary and remuneration fund for members of the BOD and the BOS in accordance with the provisions of Decree No. 135/2025/ND-CP dated June 12, 2025 of the Government on financial regimes applicable to credit institutions and foreign bank branches, and financial supervision and evaluation of the efficiency of state capital investment in credit institutions wholly or partially owned by the State, and Decree No. 248/2025/ND-CP dated September 15, 2025 of the Government on salary, remuneration and bonus regimes for representatives of the state owner, representatives of state capital and controllers in state-owned enterprises.

Sincerely./.

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

**Recipients:**

- As mentioned above;
- Banking Inspection and Supervision Agency;
- Members of the Board of Directors;
- Board of Supervisors;
- Board of Management;
- Board of Directors office (filing).

**VU QUANG LAM**