

**SAIGON BANK  
FOR INDUSTRY AND TRADE**  
No: 1723/SGB-HDQT-TTr

On the salary and remuneration fund for  
managers of SAIGONBANK

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness.**  
*Ho Chi Minh City, April 10, 2025*

## **PROPOSAL**

**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 (SAIGONBANK).

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

### **1. Salary and Remuneration Fund for Managers in 2024**

Based on the number of managers and the 2024 business performance of SAIGONBANK, the BOD respectfully submits to the 2025 AGM 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 2025 banking orientation and SAIGONBANK's 2025 business plan submitted to the AGM; based on the management needs and the number of managers in 2025, the BOD respectfully proposes to the 2025 AGM to approve the 2025 planned salary and remuneration fund for managers of VND 14.237 million. The BOD is responsible for approving the total salary and remuneration fund for managers in accordance with Decree No. 44/2025/ND-CP dated February 28, 2025, by the Prime Minister on the labor, salaries, remuneration, and bonus management in state-owned enterprises.

Regards./.

**Recipients:**

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

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



**VU QUANG LAM**