



ĐẠI HỘI ĐỒNG CỔ ĐÔNG ĐÃ THÔNG QUA VĂN BẢN NÀY
GENERAL SHAREHOLDERS MEETING APPROVED THIS DOCUMENT

Hanoi, March 29, 2022

Vào ngày / on the date: 20-04-2022

REPORT
ON REMUNERATION AND OPERATIONAL COST OF THE
BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
IN 2021 AND PROPOSAL FOR 2022

(To be submitted to the General Meeting of Shareholders on April 20th, 2022)

The Board of Directors of An Binh Commercial Joint Stock Bank (ABBANK) hereby submits to the General Meeting of Shareholders the report on remuneration paid for the Board of Directors (BOD) and the Supervisory Board (Supervisory Board) as follows:

1) Report on remuneration paid in 2021

Total remuneration and allowance for concurrent holding of other position paid for the Board of Directors and the Supervisory Board in 2021 was VND25.65 billion, equivalent to 85,5% of the budget plan (VND30 billion) for the Board of Directors and the Supervisory Board's remuneration plan approved by the General Meeting of Shareholders at the annual meeting, April 29th, 2021.

Items	Amount paid in 2020 (VND billion)
1. Remuneration paid to the Board of Directors, Supervisory Board	23.75
- <i>Board of Directors</i>	19.33
- <i>Supervisory Board</i>	4.42
2. Allowance for BOD members who participated to Risk Management Committee, Human Resources Committee, Strategy Committee	1.90
TOTAL (1 + 2)	25.65

Transaction and traveling expenses,... of the Board of Directors, Supervisory Board are implemented in accordance with the Bank's internal spending regulations.

In addition to the above remuneration and expenses, ABBANK performance exceeded the profit plan of VND1.979 billion, the Board of Directors and the Supervisory Board were awarded 1% of the planned profit and 5% of the profit exceeding the plan according to the resolution approved by the General Meeting of Shareholders at the annual meeting on April 29th, 2021.

2) Proposal for 2022's Remuneration

Over the past years, with the role of directing, managing and supervising the bank activities of the Board of Directors and the Supervisory Board, ABBANK has continuously completed and exceeded annual profit target, the following year achieved better than the previous year, as the profit before tax in 2021 was 145% of 2020 achievement.

Considering the development of ABBANK in 2022 with the target of 56% increase in profit compared to 2021, the 2nd year of implementing the action plan in the mid-term business plan 2021 - 2025, listing of shares of ABBANK, increase the size of the bank; based on the remuneration and bonus mechanism associated with the assigned tasks and to ensure the most responsible governance for the Bank safety and sustainable development, we would propose the General Meeting of Shareholders to approve:

a) Total remuneration and part-time remuneration for members of the Board of Directors and Supervisory Board in 2021 is VND35 billion.

b) In the case the Bank's 2022 profit before tax meets or exceeds the profit target set by the General Meeting of Shareholders, the bonus fund for members of the Board of Directors and Supervisory Board will be 1% of the profit plan and 5% of the exceeded profit plan.

We respectfully submit to the General Meeting of Shareholders for approval and to assign the Board of Directors to implement and report to the next annual General Meeting of Shareholders for approval if any arising.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Dao Manh Khang