

Hanoi, March 12, 2024

ĐẠI HỘI ĐỒNG CỔ ĐÔNG ĐÃ THÔNG QUA VĂN BẢN NÀY

GENERAL SHAREHOLDERS MEETING APPROVED THIS DOCUMENT

Vào ngày / on the date: 05-04-2024

**REPORT ON REMUNERATION AND OPERATION COSTS
OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2023
AND PROPOSED FOR 2024***(To be submitted to the Annual General Meeting of Shareholders 2024 for approval)*

The Board of Directors of An Binh Commercial Joint Stock Bank (ABBANK) would like to submit to the General Meeting of Shareholders for approval on the remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) as follows:

1. Report on remuneration spent in 2023

ABBANK's Annual General Meeting of Shareholders on April 28, 2023 approved the budget plan for remuneration of the BOD and Supervisory Board (SB) in 2023 of VND 35 billion. However, because ABBANK's 2023 profit did not meet the plan, the total remuneration and concurrent remuneration for the BOD and SB paid in 2023 is VND25,156 billion, equal to 71.87% of the total remuneration approved by the General Meeting of Shareholders.

Content	Spent in 2023 (VND billion)
1. Remuneration for BOD, SB members:	22.994
- <i>BOD Members</i>	18.754
- <i>SB Members</i>	4.240
2. Part-time remuneration for members of the Board of Directors to participate in the Committees	2.162
Total (1 + 2)	25.156

Other operation costs, travel expenses, etc. of the BOD, the SB are implemented in accordance with the internal spending regulations of the Bank.

2. Proposal for 2024

2024 is the first year that ABBANK implements a medium-term business strategy according to consulting from McKinsey with the aspiration to become a leading joint stock commercial bank in Vietnam, creating value by meeting the needs of target customers and create the best environment for talented staff, it is necessary to further enhance the role of the BOD and SB in directing, managing, and supervising banking activities, ensuring ABBANK operates safely and stably, creating a foundation for future development.

Basing on the the remuneration and reward mechanism associated with assigned tasks and ensuring the management and control of the Bank's operations are carried out with the highest sense of responsibility, the BOD would like to submit to the General Meeting of Shareholders for approval:

a) The total amount of remuneration and part-time remuneration for members of the BOD, members of the SB in 2024 is VND35 billion (remain the same as the 2023 plan).

b) In the case the Bank's 2024 realized profit-before-tax exceeds the target set by the General Meeting of Shareholders, the bonus fund for members of the BOD and SB will be 2% of the excess profit.

Respectfull.

**ON BEHALF OF THE BOD
CHAIRMAN**

(Signed)

Dao Manh Khang