



REPORT

Activities of the Committees under the Board of Directors in 2025

The Board of Directors (BOD) of Saigon Bank for Industry and Trade (SAIGONBANK) respectfully reports to the 2026 Annual General Meeting of Shareholders on activities of the Committees under the Board of Directors in 2025 as follows:

I. Outcomes from activities of Board Nomination Committee (BNC)

The BNC was established under Decision No. 76/QĐ-HĐQT dated April 28, 2010 of the BOD in accordance with the provisions of law and has since been restructured several times to align with the actual operational situation of SAIGONBANK. In 2025, the BNC effectively performed its functions and duties and achieved the following results:

- Advising the BOD on matters within the BOD’s authority relating to the development of human resource policies, recruitment, and personnel arrangement for positions under the authority of the BOD, ensuring alignment with the operational scale and development strategy of SAIGONBANK; salary regimes, remuneration and bonus policies for employees; and assisting the BOD in supervising the implementation of HR mechanisms, policies, and personnel management activities of SAIGONBANK.

- Advising the BOD on addressing personnel matters arising during the implementation of procedures for the appointment, dismissal, or removal of officers in accordance with applicable regulations and internal rules.

- Advising the BOD on the implementation of Key Performance Indicators (KPIs) for staff members across affiliated units in order to enhance accountability and improve operational efficiency and labor productivity.

- Advising the BOD on the implementation of additional performance-based remuneration policies for employees in order to promptly encourage and recognize staff members who have made significant efforts and directly contributed to the Bank’s business results.

- Overseeing SAIGONBANK’s compliance with applicable legal regulations governing the utilization of human resources.

- Proposing the nomination of officers and employees to participate in training programs and seminars in order to update and enhance their professional knowledge and expertise.

- Through the advisory work of the BNC, the BOD has provided timely attention and direction, thereby further strengthening and enhancing SAIGONBANK’s human resources, particularly in developing highly qualified and professional information technology personnel to meet the banking sector’s workforce demands in the current context of digital transformation.



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- Regarding the organizational structure, the Human Resources Committee has advised on consolidating and refining the organizational model towards greater streamlining and specialization, with clearly defined functions and responsibilities, thereby enhancing operational efficiency and labor productivity.

- Drawbacks: The Committee has not yet effectively advised the BOD on training and long-term succession planning for the Bank's personnel.

The activities of the BNC have effectively contributed to strengthening SAIGONBANK's human resource structure, while providing timely advice to the BOD in the formulation and development of human resource policies at SAIGONBANK.

II. Outcomes from activities of the Board Risk Committee (BRC):

The Board Risk Committee was established under Decision No. 77/QĐ-HĐQT dated April 28, 2010 of the BOD in accordance with applicable legal regulations and has since been restructured and consolidated several times to align with the operational realities of SAIGONBANK. In line with the 2025 business objectives and operational conditions of SAIGONBANK, the BRC has carried out the following activities:

- Advising the BOD on the promulgation of regulations and policies within BOD's authority relating to risk management in accordance with applicable regulations.

- Reviewing and assessing the adequacy and effectiveness of SAIGONBANK's existing risk management policies and procedures, and making recommendations to the BOD on necessary adjustments and improvements to these policies and procedures, as well as to the Bank's operational strategy where appropriate.

- Analyzing, raising warnings regarding the Bank's safety level in the face of potential risk exposures that may affect its operations, while recommending preventive measures for such risks in both the short and long term.

- Advising the BOD on decisions regarding the approval of investment projects, related transactions, governance policies, and risk mitigation measures within the scope of functions and responsibilities assigned by the BOD.

- Reviewing and determining the list of key risks in the Bank's operations in order to implement proactive measures for effective risk management and mitigation. In particular, the management, recovery, and resolution of non-performing loans (NPLs), as well as loans with potential risk of becoming NPLs, have been prioritized in line with the general policy orientation of the Government and the State Bank of Vietnam.

- Supervising the implementation of Circular No. 41/2016/TT-NHNN dated December 30, 2016 (as amended and supplemented) regulating capital adequacy ratios for banks, as well as the implementation of Circular No. 13/2018/TT-NHNN dated May 18, 2018 on the internal control system of commercial banks issued by the State Bank of Vietnam

- Advising the BOD in directing the implementation of relevant tasks to comply with Circular No. 14/2025/TT-NHNN dated June 30, 2025 (replacing Circular No. 41/2016/TT-NHNN) issued by the State Bank of Vietnam on capital adequacy ratios applicable to commercial banks

- Advising and proposing to the BOD solutions for the implementation of Basel III in the Bank's risk management practices in accordance with applicable regulations

- Proposing the development of internal risk management regulations in compliance with applicable legal provisions to ensure operational safety. In 2025, SAIGONBANK issued 18 relevant risk management regulations and policies.

- Regularly monitoring the implementation of risk management policies across the SAIGONBANK system; issuing risk warnings and making timely recommendations regarding policies and regulations governing the SAIGONBANK's products and services.

- Advising the BOD on overseeing the implementation of key risk limits and thresholds across the Bank; monitoring capital adequacy and liquidity positions, controlling interest rate risk, and ensuring that the Bank's operations remain safe, efficient, and in compliance with regulatory limits.

- Advising the BOD on the implementation of risk management activities across the Bank's system, covering liquidity risk, market risk, operational risk, and credit risk; and establishing a systematic, integrated, and effective risk governance framework aligned with the Bank's scale of operations.

- Limitation on the forecasting capacity with potential risks in policies, market scenarios... and not yet effectively advised the BOD on risk mitigation policies in the long run.

The BRC has fulfilled its advisory role to the BOD in accordance with its assigned functions and responsibilities, thereby making a positive contribution to the management and control of SAIGONBANK's operational activities in 2025.

The above presents the report on activities of the Committees under the Board of Directors in 2025 of Saigon Bank for Industry and Trade. We are pleased to submit to the General Meeting of Shareholders for consideration.

Sincerely./.

**FOR AND ON BEHALF OF THE BOD
CHAIRMAN**



Recipients:

- SAIGONBANK's Shareholders;
- Banking Supervision and Inspection Agency;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Office of the BOD (for filing).

VU QUANG LAM