



**STATUTE  
ON HOLDING THE ANNUAL GENERAL MEETING OF SHAREHOLDERS  
IN 2026**

*Pursuant to:*

*- Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024 (amended, supplemented);*

*- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (amended, supplemented);*

*- Charter of Saigon Bank For Industry And Trade;*

The General Meeting of Shareholders (GMS) of Saigon Bank For Industry And Trade (SAIGONBANK) has approved the Statute of holding the Shareholders' Annual General Meeting (AGM) in 2026 of SAIGONBANK with the details below:

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1. Scope and subjects of application**

1. This Statute is applicable to organization of the Shareholders' AGM of SAIGONBANK on April 22, 2025 (herein referred to as the AGM).

2. This Statute specifically governs rights and obligations of shareholders, meeting attendants, roles of the Chairperson, Presiding Committee, Secretariat; conditions and formality of holding the AGM.

**Article 2. Working principles of the AGM**

1. Assuring the working principles of transparency, publicity, democracy.

2. For the sake of SAIGONBANK's shareholders.

**Article 3. Conditions for attendance and organization of the AGM**

1. SAIGONBANK's shareholders or the proxies of shareholders whose names are in the list as at the date of finalizing the rights of attending the AGM (herein referred to as shareholders) and invited guests at the AGM.

2. The AGM shall be held when shareholders who hold total of at least 51% of ordinal shares are present at the AGM.

3. The AGM may be adjourned if cases of force majeure or troublesome behaviors of shareholders and attendants occur. The AGM Chairperson shall resume the meeting when force majeure or troublesome behaviors of shareholders stop or are terminated.

**Article 4. Registering and checking the quorum**

1. Shareholder Eligibility Verification Committee shall carry out the formality to meet and greet, verify the eligibility of shareholders attending the AGM, specifically as follow:

a) Checking the ID/Passport, Invitation Letter, Authorization Letter (if any) of shareholders who attend the AGM per relevant regulation.



b) Distributing the Ballot papers and AGM documents to the shareholders who attend the AGM.

c) Reporting to the AGM on the percentage of shareholders who attend the AGM.

d) Announcing that the AGM is eligible to be carried out per relevant regulation.

2. Shareholders who arrive after the commencing time of the AGM are still eligible to register their meeting attendance and having rights to vote right after their registration but the AGM does not have any adjournment for waiting the late shareholders. The validity of the events and contents discussed before the arrival of late shareholders shall remain.

#### **Article 5. Sound and photo recording and supporting devices**

Shareholders are not allowed to post, and launch the AGM pictures to the social media network. The GMS do not acknowledge any information from illegal recordings.

## **CHAPTER II SPECIFIC PROVISIONS**

#### **Article 6. Rights and obligations of shareholders when attending the AGM**

##### **1. Rights of the shareholders attending the AGM**

a) Attending the AGM in person or authorizing one or more individuals, organizations in writing (so-called written proxy) to attend the AGM. Written proxy must be made in accordance with the Civil Code, clearly stipulating the names of authorized individuals and organizations and quantity of authorized shares. The proxies who attend the AGM must present a valid written proxy per relevant regulations upon meeting registration before entering the meeting room. The proxies are not allowed to authorize another individual and must be responsible for the genuineness of the written proxy.

b) At the AGM, each shareholder is entitled to receive a Ballot paper and AGM documents;

c) Being publicly informed by the AGM Organizing Committee of the AGM agenda;

d) Discussing and voting in person at the AGM for approving the agenda proposed by the Presiding Committee;

e) Shareholders who wish to express their opinions verbally at the AGM must fill in and submit their registration cards to the Presiding Committee (via the AGM Secretariat) and shall speak following the invitation of the Presiding Committee (in the order of registration). If the shareholders need to debate, they must register and follow the invitation from the Presiding Committee. Each shareholder's speech must be done within 05 (five) minutes and must carry the precise content which is prior registered; The Presiding Committee shall allocate the time length for each speech to ensure the timeline of the AGM;

f) In case the Presiding Committee cannot arrange the time for shareholders' speeches to be delivered at the AGM, they can still submit their opinions in writing immediately at the AGM. Opinion contribution in writing of the shareholders submitted at the AGM is as valid as direct speech delivered by the shareholders at the AGM;

g) Shareholders who arrive late at the AGM are still entitled to register meeting attendance and to vote right after their registration. The Presiding Committee is not obliged to adjourn the AGM and the validity of the issues already voted shall remain;

h) Other rights as prescribed in SAIGONBANK's charter and provisions of the law.

## 2. Obligations of the shareholders attending the AGM

a) Shareholders when attending the AGM must present their ID cards/Passports, Invitation Letter, Power of Proxy Document (if any) to the Shareholder Eligibility Verification Committee for the AGM attendance registration.

b) Shareholders when attending the AGM must strictly comply with this Statute's provisions, follow the Presiding Committee's instructions and respect the results of the AGM.

c) Other obligations as prescribed in SAIGONBANK's charter and provisions of the law.

## **Article 7. Rights and obligations of the Presiding Committee and Chairperson**

### 1. The Chairperson

The Chairman of the BOD is the Chairperson of the AGM. The Presiding Committee is approved by the AGM and responsible for conducting the AGM.

### 2. Rights and obligations of the Chairperson and Presiding Committee

a) The Presiding Committee has the right to implement necessary and appropriate measures to conduct the AGM in an orderly manner in accordance with the Statute and Agenda approved by the AGM;

b) Guiding the AGM to discuss, and vote on matters within the AGM's Agenda and related matters during the AGM, ensuring it is in order and within the allowed time range;

c) Addressing issues arising during the AGM and the shareholders' questions;

d) The Presiding Committee has the right to adjourn the AGM that has sufficient number of registered shareholders to another time, or the meeting venue in the following cases:

- The AGM venue does not have sufficient capacity for all participants;
- The media at the AGM venue do not ensure the capability of discussing and voting for attending shareholders;
- The behaviours of participants cause disorder and disruptions that hinder the AGM from proceeding fairly and legally.

e) The Presiding Committee has the responsibility and right to suspend and/or force to leave the AGM for participants who have insulting and offensive speeches and/or intentionally disrupting order, refusing to comply with the Presiding Committee's instructions that could affect the progress of the AGM.

#### **Article 8. Rights and obligations of the Secretariat**

1. The Secretariat includes members appointed by the Chairperson and approved by the AGM.

2. The Secretariat duties:

a) Making the minutes on the discussions in the AGM, the content of the AGM's program and comprehend shareholders' opinions fully and honestly;

b) Assisting the Presiding Committee in drafting the AGM documents and the Presiding Committee's opinions;

c) Receiving shareholders' registered card for verbal and written opinions sent to the Presiding Committee for responding;

d) Receiving letters, recommendations sent to the AGM (if any);

e) Conducting other tasks appointed by the Presiding Committee and in accordance with the provisions of SAIGONBANK's charter;

f) The Secretariat representative signs the AGM Minutes and takes joint responsibility for the honesty, accuracy of the AGM Minutes.

#### **Article 9. Rights and obligations of Vote Counting Committee**

1. The Vote Counting Committee (VCC) is appointed by the Chairperson and approved by the AGM. The VCC shall count the votes and announce the results to the AGM.

2. The VCC duties:

a) The VCC organizes the collection and counting of Voting ballots, prepares vote-counting minutes and takes responsibility to the AGM when performing their duties;

b) Determining the accuracy of the voting results at the AGM;

c) Announcing the voting results to the AGM and handing all documents over to the Presiding Committee's representative. The voting results shall be made in separate minutes.

d) Reviewing and reporting to the AGM cases that violate the voting rules or complaint letters about the voting results;

e) Complying with the provisions of this Statute.

#### **Article 10. AGM Minutes and Resolutions**

1. The Chairperson and the Secretariat's representative shall both sign the AGM Minutes and be responsible for the honesty, accuracy of the content of the Minutes.

2. The AGM Minutes must be completed and approved before the AGM closes. The AGM Minutes shall be made into 01 (one) copy and stored as prescribed by the provisions.

3. The AGM shall approve all the proposed Resolutions. The Chairperson is responsible for signing the AGM Resolutions. The Resolutions shall be issued and stored in accordance with the regulations.

### **CHAPTER III IMPLEMENTATION PROVISIONS**

#### **Article 11. Implementation**

1. The Chairperson shall be responsible for conducting the AGM in accordance with this Statute.

2. Shareholders and others attending the AGM are responsible for properly implementing the provisions of this Statute.

3. Related matters that are not prescribed in this Statute shall be implemented in accordance with related regulations and SAIGONBANK's charter.

#### **Article 12. Effectiveness**

This Statute comprises 03 Chapters, 12 Articles that have been approved by the AGM as of April 22, 2026 and shall enter into force immediately.

### **GENERAL MEETING OF SHAREHOLDERS**





**POWER OF ATTORNEY**

**TO PARTICIPATE IN THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF SAIGONBANK FOR INDUSTRY AND TRADE (SAIGONBANK)**

**1. The Principal:**

**1.1. For individual shareholder:**

Full name: .....  
Citizen ID No./Passport No.:.....Date of Issue.....  
Place of Issue:.....  
Permanent address:.....  
Number of SAIGONBANK shares owned until March 24, 2026: .....share(s).

**1.2. For institutional shareholder:**

Full name:.....  
Business Registration Certificate No.:..... Date of Issue.....  
Place of Issue:.....  
Address:.....  
Number of SAIGONBANK shares until March 24, 2026: .....share(s).  
Name of legal representative:.....  
Citizen ID No./Passport No.:.....  
Date of Issue..... Place of Issue:.....

**2. The proxy:**

Full name: .....  
Citizen ID No./Passport No. .... Date of Issue .....  
Place of Issue:.....  
Number of authorized shares:.....

**3. Specific authorization:**

By this Power of Attorney, the Principal authorizes the Proxy to represent the Principal to perform the following tasks:

- To participate in the 2026 Annual General Meeting of Shareholders of SAIGONBANK held on April 22, 2026.
- To exercise the right to express opinion and vote on all issues under discussion at the 2026 Annual General Meeting of Shareholders corresponding to the number of authorized shares.

**4. Effectiveness:**

This Power of Attorney shall take effect from the date of signing until the close of the 2026 Annual General Meeting of Shareholders of SAIGONBANK, unless terminated in accordance with the provisions of Vietnamese Law.

**5. Responsibilities of the Principal and the Proxy:**

- The Principal and the Proxy have read and agreed to the contents of this authorization. The authorization to attend the Annual General Meeting of Shareholders is executed in accordance with the Law on Enterprises and SAIGONBANK's Charter.
- The Proxy is not permitted to further authorise any other person to perform the tasks specified in this Power of Attorney.

- The Principal and the Proxy are hereby committed to taking full responsibility for this Power of Attorney; the Proxy shall strictly comply with the Statute of holding the 2026 Annual General Meeting of Shareholders, SAIGONBANK's Charter and the prevailing laws.

**THE PROXY**

*(Signature and full name)*

**THE PRINCIPAL**

*(Signature and full name,  
Stamp in case of organization)*



**SAIGON BANK FOR  
INDUSTRY AND TRADE**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

**List of members of the Board of Directors (BOD) who possibly authorize the voting right  
at the General Meeting of Shareholders of Saigon Bank for Industry and Trade**

April 22, 2026

No.	Full name	Title	Identification	Address
1	Mr. Vu Quang Lam	Chairman of the BOD	- No: 079069017177 - Date of issue: 10/07/ 2021 - Place of issue: The Police Department For Administrative Management of Social Order.	91 Street No. 3, Chu Van An Residence, Binh Thanh Ward, HCMC.
2	Mr. Nguyen Thanh Long	Member of the BOD	- No.: 092074009599 - Date of issue: 22/11/2021 - Place of issue: The Police Department For Administrative Management of Social Order.	02 Quan Trong Hoang Street, Tan An Ward, Can Tho City.
3	Mr. Tran Thanh Giang	Member of the BOD	- No.: 075071000115 - Date of issue: 12/01/2022 - Place of issue: The Police Department For Administrative Management of Social Order.	4D Street No.06, An Khanh Ward, Thu Duc City, HCMC.
4	Mrs. Ton Thi Nhat Giang	Member of the BOD	- No.: 051182012463 - Date of issue: 21/12/2021 - Place of issue: The Police Department For Administrative Management of Social Order.	01 Street No.02 (Nova Golf Park Residential Area, Unit No. 49, Street 1B), Long Binh Ward, Ho Chi Minh City.
5	Mr. Pham Hoai Nam	Member of the BOD	- No.: 001068017712 - Date of issue: 16/07/2024 - Place of issue: Ministry of Public Security	224 Nguyen Dinh Chieu Street, Xuan Hoa Ward, HCMC.
6	Mrs. Phan Thi Bich Nguyet	Independent Member of the BOD	- No.: 026164002417 - Date of issue: 04/01/2024 - Place of issue: The Police Department For Administrative Management of Social Order.	23 Street 13C, An Lac Ward, HCMC.
7	Mrs. Nguyen Thi Hong Thuy	Independent Member of the BOD	- No.: 079158006156 - Date of issue: 29/05/2021 - Place of issue: The Police Department For Administrative Management of Social Order.	139/214KB Ly Chinh Thang Street, Xuan Hoa Ward, HCMC.



**GENERAL MEETING OF SHAREHOLDERS**  
**SAIGON BANK FOR INDUSTRY AND TRADE**  
**April 22, 2026**



## BALLOT PAPER

No	Content	Support	Against	Abstain
1	Report on the business performance in 2025; Business plan for 2026; Report on SAIGONBANK operation in 2025 and business orientation in 2026 of the Board of Directors; The salary fund and remuneration for members of the BOD and the BOS of SAIGONBANK; Report on the activities of the committees under the BOD in 2025			
2	Report on activities of the Board of Supervisors in 2025			
3	Profit distribution for 2025			
4	Selection of an independent audit organization for FY2027 of SAIGONBANK			
5	The tentative remediation plan in case of early intervention at SAIGONBANK			
6	Authorize the Board of Directors to handle a number of matters under the authority of the Shareholders' General Meeting between the 2026 AGM and 2027 AGM			

*Note: Mark (x) in the appropriate box*

Shareholding amount: ..... shares

No: SGB .....



**VOTING REGULATIONS  
ON THE CONTENTS OF THE ANNUAL GENERAL MEETING  
OF SHAREHOLDERS IN 2026**

- Pursuant to the Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024 (as amended, supplemented);
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (as amended, supplemented);

The voting regulations at The Annual General Meeting of Shareholders in 2026 (hereinafter referred to as the Meeting) of Saigon Bank for Industry and Trade (SAIGONBANK) are as follows:

**1. Voting and Counting Principles**

- Delegates shall vote by inputting their secret ballots directly into the ballot box;
- The Vote Counting Committee shall check the ballot box in the presence of shareholders;
- Voting ends when the last shareholder casts his/her vote;
- The vote counting must take place immediately after the voting ends;
- The results of the vote counting shall be documented and announced by the Vote Counting Committee at the Meeting;

**2. Voting issues**

The contents as mentioned in the Meeting agenda were presented by Presiding Committee and approved by General Meeting of Shareholders.

**3. Voting Procedure**

**a) Voting Ballots**

- Every shareholder or shareholder's proxy attending the Meeting is provided with a **Ballot paper** consisting of the items that have been agreed upon in the Meeting agenda.

- The ballot paper shall be uniformly printed with the official seal of SAIGONBANK. The ballot paper shall contain pre-printed voting items, the number of shares owned, and the invitation code.

- The number of votes for each shareholder is determined by the number of shares they own or have been authorized to vote on.

**b) How to vote**

Shareholders shall vote by marking an (X) in one of the available options for each voting item on the **Ballot paper**.

#### **4. Validity of Ballot paper**

##### **a) Valid ballot paper meets the following conditions**

- The ballot paper is issued by the Meeting's organizing committee and has the official seal of SAIGONBANK.

- The ballot paper is marked (X) in only one of the three boxes. If marked incorrectly, circle it and mark (X) in the correct box.

- No extra writing is added to the ballot paper.

##### **b) An invalid ballot paper is the one that falls into one of the following cases**

- It is not issued by the organizing committee; or

- It has additional writing; or

- It is erased or torn; or

- It is marked (X) in two or three boxes.

##### **c) Valid and Partially Valid ballot paper are the ones that fall into the following cases**

If a voting item is not marked (X) in any option, or more than one box are checked, or the ballot paper has additional content or crossed-out parts, then that item shall be considered invalid. Other valid items on the same ballot shall be counted.

#### **5. Voting on the Organizational Content of the Meeting**

Shareholder/shareholder's proxy shall vote by raising their hands to approve the following items:

- The list of the Presiding Committee, Secretariat;

- The list of the Vote Counting Committee;

- The regulations for organizing the Meeting;

- The Meeting agenda.

#### **6. The adoption of The General Meeting of Shareholders' decisions**

The content of the vote shall be adopted when those issues are accepted by shareholders who represent over 50% of the votes of all attending shareholders. For certain items under points h, q, and s of Clause 3, Article 67 of the Law on Credit Institutions, approval requires more than 65% of the total votes.

### **GENERAL MEETING OF SHAREHOLDERS**

**REPORT ON  
2025 BUSINESS PERFORMANCE**

**I. Social-Economic and Banking Sector Overview in 2025**

**1. General situation**

Vietnam's economy functioned in 2025 within the framework of a global economy that was still going through a lot of hardships and complex swings. Both climate change and natural calamities have had detrimental effects. In many nations, inflation was on the decline, but it still indicated possible dangers,...

Despite these obstacles, our economy achieved comprehensive results across multiple sectors and fields, macroeconomic stability was maintained, and inflation remained under control because of the Party's leadership and the government's adaptable, decisive, timely, and effective direction. As a result, the GDP grew at a robust rate of 8,02% in 2025 compared to the prior year, while inflation increased by 3,21% and the CPI increased by 3,31%.

**2. Banking sector performance**

In 2025, the State Bank of Vietnam (SBV) maintained low interest rates to lead the market for reducing lending rates, thereby supporting businesses and individuals. Based on close monitoring of macroeconomic developments, as well as domestic and international markets and adhering to the Party's guidelines and the resolutions of the National Assembly and the Government, the SBV proactively, flexibly, and synchronously implemented monetary policy instruments, closely coordinated with fiscal policy and other macroeconomic policies to control inflation, stabilize the macroeconomy, promote economic growth, ensure major economic balances, and guarantee the safety of the credit institution system.

By the end of 2025, capital mobilization by credit institutions increased by 14,11%, and credit growth for the economy reached 19,01%.

**II. SAIGONBANK'S 2025 targets**

The General Meeting of Shareholders (GMS) on April 24, 2025 approved the 2025 targets as follows:

- Total assets: VND 34.900 billion, increased by 5% compared to 2024.
- Mobilized funds: VND 30.100 billion, increased by 5% compared to 2024.
- Total outstanding loan balance: VND 24.700 billion, increased by 10% compared to 2024.
- Non-performing loan ratio (Debt group 3-5): in line with the SBV's regulations.
- International settlement: USD 300 million.
- Profit before tax: VND 300 billion.



### **III. SAIGONBANK's 2025 performance:**

#### **1. Total assets**

As at December 31, 2025, total assets reached VND 35.377,03 billion, increased by 6,36% against the beginning of the year, reached 101,37% against the 2025 planned target. Charter capital was VND 3,387.99 billion.

SAIGONBANK has already completed the issuance of stock dividend at a rate of 6,5% for undistributed accumulated profits; charter capital of VND 3.608,20 billion showing an increase of VND 220,21 billion compared to December 31, 2025 (Decision No. 32/QD-NHNN dated January 13, 2026 of the State Bank of Vietnam on amending the charter capital stated in operating license of SAIGONBANK).

#### **2. Mobilized Funds**

As at December 31, 2025, total mobilized funds reached VND 30.508,52 billion, increased by 6,52% over the beginning of the year, reaching 101,36% against the 2025 planned target. Mobilized funds from businesses and residents reached VND 26.326,61 billion, accounted for 86,29% of total mobilized funds and increased by 7,84% over the beginning of the year.

#### **3. Outstanding loan balance**

As at December 31, 2025, outstanding loan balance was VND 22.322,76 billion, decreased by 0,76% compared to the beginning of the year, reached 90,38% against the 2025 planned target. Debt group 3 – 5 was 2,27%.

#### **4. Non-performing loan handling**

In 2025, SAIGONBANK handled bad debts through flexible measures in compliance with regulations, contributing to reduced non-performing loans and generating income.

#### **5. International settlement**

The International settlement turnover of 2025 was USD 280,66 million, decreased by 1,26% compared to the year 2024, reached 93,55% against the 2025 planned target.

#### **6. Bank card service**

In 2025, SAIGONBANK issued 9.420 cards, bringing the total cards issued by December 31, 2025 to 494.287 cards. The balance of card deposits by December 31, 2025 was VND 573,24 billion.

- International credit card payments in 2025 amounted to USD 2,54 million, an increase of 12,38% compared to the previous year.

#### **7. Joint venture**

As at December 31, 2025, SAIGONBANK contributed joint venture capital to Sai Gon Ha Long Hotel Tourism Joint Stock Company, National Payment Corporation of Vietnam and SBB Securities Joint Stock Company. Profit from joint venture was VND 6,55 billion.

## 8. Business of affiliated company

2025 pre-tax profit of Saigon Factoring and Collateral Company Limited was VND 4,17 billion.

## 9. Consolidated operation result

2025 pre-tax profit is VND 150,67 billion, reaching 50,22% of the plan target. In 2025, SAIGONBANK increased risk provision to ensure operational safety in accordance with the SBV's regulations:

+ Profit before provisions and before reversal of accrued interest income: VND 504,70 billion

+ Expenses for reversal of accrued interest income and provision for credit risk: VND 354,03 billion

+ Profit before tax: VND 150,67 billion

## 10. Financial ratios

Fully compliant with the SBV's regulations:

As at December 31, 2025:

	Financial Indicators	SAIGONBANK	SBV regulations
1	Capital Adequacy Ratio	15,55%	≥8%
2	Solvency VND Ratio	115,74%	≥ 50%
3	Solvency USD Ratio	92,83%	≥ 10%
4	Ratio of Short-term capital used for Medium & Long-term Loans	21,08%	<30%
5	Limit on Equity Contribution by Share Purchase	17,50%	≤ 40%
6	Loan-to-Deposit Ratio	69,54%	≤ 85%
7	Non-performing loan ratio (Debt group 3-5)	2,27%	

## 11. Operation network

As at December 31, 2025, SAIGONBANK's network comprised of 89 transaction points (Head Office, 33 branches and 55 transaction offices) nationwide, and that was stable compared to the beginning of the year.

## 12. SAIGONBANK activities

### 12.1. Mobilizing funds

In 2025, sustainable structure of capital continued to be maintained, with capital of capital market 1 representing 86,29% of total funding sources; ensuring a balance between the capital needs and the available sources, in compliance with regulations on the loan-to-deposit ratio.

### 12.2. Credit and Debt Collection Activities

#### 12.2.1. Lending

- Lending activities were tightened for quality, strictly adhering to adequacy requirements, and credit limits for customers.

- The year 2025 continued to be challenging as customers' business and production activities remained affected by overall economic downturns and the complex situation of natural disasters. SAIGONBANK proactively and comprehensively implemented various solutions to promote credit growth in alignment

with the general orientations of the Government and the SBV, such as:

- + Offering multiple credit packages and loan programs with preferential interest rates to support customers in developing their production and business activities, meeting funding needs for daily life, supporting the collective economic sector, cooperatives, and facilitating the purchase of social housing...

- + Conducting reviews to promptly implement appropriate measures to assist customers in overcoming the aftermath of storms and floods. Given this, we proved our strong conformity to any supporting spirit directed by the SBV.

- Tightening and limiting credit in high-risk sectors; Lending priority was given to production sectors, prioritized fields, and growth drivers in line with the Government's policies, ensuring safe lent capital and compliance with related regulations, supporting the socio-economic recovery and development.

- Debt classification and provision were made according to regulations.

SAIGONBANK proactively implemented a comprehensive set of solutions to boost credit growth. However, due to ongoing difficulties, customers have been carefully considering borrowing from the bank, which had an impact on credit growth. As a result, SAIGONBANK's outstanding loan balance reached 90,38% of the 2025 planned target.

#### 12.2.2. Debts-handling

Recently, SAIGONBANK took initiatives to proactively apply various methods to collect arisen bad debts. Bad debts were classified, evaluated for handling possibility, and specific measures were developed with a clear timeline. SAIGONBANK ensured financial resources for proactive debt handling, for control over non-performing loans and capital adequacy ratios according to the SBV.

### **12.3. Inspection, Compliance, Internal Auditing and Risk Management Activities**

SAIGONBANK continued to enhance its effective supervision, internal control, and internal audit activities. The internal audit department closely coordinated with the compliance department and the risk management department in inspecting and supervising all operational activities across its subsidiaries to timely detect, handle, and provide early risk warnings, thereby ensuring the Bank's operations remain safe and legal compliance.

Besides, SAIGONBANK placed strong emphasis on strengthening the inspection and supervision of crucial business areas, high-risk segments, and banking activities exposed to elevated risks, ensuring full compliance on limits and adequacy ratios in banking. SAIGONBANK implemented Basel II standards to improve risk management efficiency and is actively deploying related measures to meet Basel III standards. In 2025, SAIGONBANK issued 18 relevant risk-management policies and regulations.

SAIGONBANK employed an Internal Credit Rating and Early-Warning System. The implementation of this system has helped to enhance the Bank's risk-management capabilities in credit granting, contributing to improve credit quality, optimizing

capital allocation and compliance in the Bank's operations.

#### **12.4. Legal framework and Internal procedures issuance and other legal affairs**

SAIGONBANK conducted a frequent review, updated, and amended internal regulations to align with the new regulations, ensuring compliance with the SBV's and relevant regulations from time to time. During the year 2025, SAIGONBANK issued 50 internal regulations.

#### **12.5. Information technology activities**

- SAIGONBANK's information technology system has been ensured for safe and seamless operation.

- Hardware and software implementation, network upgrades, and security improvements were carried out to support banking operations in accordance with the standards of the SBV and operational requirements; upgrading the SWIFT system to meet ISO 20022 messaging standards and conducting security assessments for the SWIFT system; upgrading the Oracle 19C database for the online transaction management server; implementing the NAC network access monitoring system; deploying the WAF application of firewall system; connecting to the SIMO system of the SBV; and implementing the SOC cybersecurity monitoring system...

#### **12.6. Online Payment and Card Operations**

- Ensuring the card and online payment system to operate smoothly and securely.

- SAIGONBANK has implemented the connection between our clients' accounts and their VNeID, enabling their SAIGONBANK accounts to receive social security payments via VneID application. We also deployed contactless payment solutions to facilitate public transportation and provided flexible cashless payment methods (QR Code, bank transfers, bank cards) for users in smart-parking models. Plus, SAIGONBANK collaborated in deploying and donating smart banking kiosks to 11 wards and communes in Ho Chi Minh City to support public administrative services for local residents.

- Keeping on developing new features on SAIGONBANK PAY and SAIGONBANK Smart Banking application for expanding users' facilities.

#### **12.7. Organization, Human resources and training**

##### **12.7.1. Organization, Human resources**

- As at 2025, December 31, total number of SAIGONBANK's staff was 1.524. We carried out recruitment, training, and planning for human resources to meet the needs of the head office and branches.

- Appointments, reappointment, and dismissals were conducted transparently and based on task completion.

- Human resources policies continued to be strengthened. The implementation of differentiated supplemental salary policies based on the productivity and business performance of each unit has motivated and encouraged units to make greater efforts to achieve their business targets.

##### **12.7.2. Training activities**

SAIGONBANK emphasized the training and professional development of its staff, ensuring their thorough understanding of current policies, provisions within the prevailing legal framework. In 2025, 17 training courses were arranged.

#### **12.8. Communication activities**

- Communication efforts were intensified to promote SAIGONBANK's brand, bringing its image and services closer to the public, especially via community-based programs and social humanity sponsorships.

- During the year, SAIGONBANK conducted communication about its operations through its website and mass media; guiding customers for linking their social security accounts on VNeID with SAIGONBANK accounts; making media awareness of fraudulent website; delivering warnings about fraudulent SBV websites,...

- Communication of events: the 20<sup>th</sup> "Chuong vang vong co" sponsorship; The People's Committee of Ho Chi Minh City awarded SAIGONBANK and three individuals an appraisal certification, recognizing their enduring contributions to the preservation and development of 'cai luong' (a traditional performing art); certified as TOP 10 "Gold Star National Brand 2025" by Vietnam Union for Enterprise Development Science and Economic Research Institute for Asia...

#### **12.9. Other Activities**

- Completing some key activities:

+ Successfully completing the increase of charter capital through share issuance (accumulated undistributed profits were paid out at a rate of 6,5% in form of shares). Current charter capital is VND 3.608,197 billion.

+ Replacing seal specimen due to administrative restructuring, effective from October 01, 2025.

- Preparing to apply the collection and payment of Party fee via the National Public Service Portal through account opening at SAIGONBANK for Party organizations and Party members.

- Complying with regulatory information disclosure.

- Ensuring the safety of cash funds, valuable assets in storage and during transportation, in cash receipts and disbursements, and for customers during their transactions at SAIGONBANK.

- Innovating branch and transaction office facilities, enhancing aesthetics, cleanliness, and convenience to improve customer service while ensuring security across all SAIGONBANK premises.

### **V. OVERALL ASSESSMENT OF 2025 OPERATION**

#### **1. Achievements**

- Strict adherence to the SBV's directives; Well implementing regulatory limits and safety ratios in banking.

- Despite a tough economic environment, complex natural disasters in 2025, SAIGONBANK maintained stable, secure and compliant operations under the close and timely guidance of the Board of Directors and Board of Management, given true efforts from the entire staff. Most key performance indicators fulfilled or exceeded the GMS targets.

- Credit quality was tightly controlled, ensuring sustainable growth in alignment with capital expansion and credit growth targets of the SBV, contributing to the capital supply for the economy.

- Collaborating with local authorities to expand public service payments, promoting cashless transactions in line with Government and SBV's directives.

## 2. Challenges and Areas for Improvement

- Adverse economic conditions significantly impacted businesses and individuals, reducing their income and repayment capacity. As a result, some customers faced loan repayment delays either at SAIGONBANK or other credit institutions, leading to an increase in non-performing loans (Debt Group 3-5).

- In 2025, the entire system of SAIGONBANK achieved the profit target set by the GMS. However, given the general economic difficulties and the challenges faced by some customers, SAIGONBANK proactively conducted a comprehensive review and assessment of credit quality, implemented risk management solutions, and ensured operational safety. Although profits after the credit quality review did not meet the target, SAIGONBANK's financial situation remained healthy, risks were well managed, and our value was stable in the market. All non-performing loans were secured, so debt collection in subsequent years would generate income and increase profits for the bank.

- Despite expanding payment intermediary partnerships and introducing new features on SAIGONBANK's digital platforms, its technological product and service portfolio remained modest compared to other rivals in the market.

The above report provides an overview of SAIGONBANK's 2025 business performance.

*Tran*

GENERAL DIRECTOR *Tran*

### Recipients:

- SAIGONBANK's shareholders;
- Banking Inspection and Supervision Agency;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- HR and Administration Dept., Planning Dept. (Filing).



TRAN THANH GIANG

## **BUSINESS PLAN** **- YEAR 2026 -**

### **I. Overall goal and socio-economic orientation in 2026**

The overall goal in 2026 is to prioritize promoting growth while maintaining macroeconomic stability, controlling inflation, and ensuring major economic balances; responding promptly and effectively to global economic and trade fluctuations; strengthening traditional dynamics (investment, consumption, and exports) and fully using the leverage of new growth drivers.

The government requests that all levels, sectors, and localities focus on directing, managing and striving to achieve GDP growth of 10% or higher in 2026, while maintaining macroeconomic stability, controlling inflation, and ensuring major balances; promoting the strength of unity, constantly innovating, daring to think and act, being confident, self-reliant, self-sufficient, strategic, highly determined, making great efforts, and acting decisively under the theme "Discipline, responsibility; proactiveness and effectiveness; innovation; accelerated breakthrough; sustainable growth" with 05 guiding principles and priorities for management.

### **II. Orientation and operating mission of monetary policy**

#### **1. Orientation**

Based on the National Assembly's directives, the Government's instruction and other evaluations on the macroeconomic and monetary situation in 2026, the State Bank of Vietnam (SBV) has defined significant objectives and solutions for carrying out the monetary policy in 2026 *including a proactive, flexible monetary policy closely combined with an appropriately expansionary fiscal policy consisting of focus and key points as well as with other macro policies. The Government has aimed for a consistent priority on controlling inflation in 2026 at around 4,5% on average, for maintaining a stable macroeconomy and supporting a sustainable economic growth.*

#### **2. Specific missions of Banking Industry in 2026**

- Managing credit in accordance with macroeconomic scenario and monetary market in order to control inflation, stabilize macroeconomy, boost sustainable economic growth, ensure the safe operation of all financial institutions; Expectedly credit growth through the banking system shall be approximately 15% with adjustments (increase/decrease) to suit actual situation.

- Continuing to execute solutions for fostering digital transformation, completing, standardizing sector-specific databases, cashless payment and ensuring security and safety in payment service. New settlement models and technologies, especially for cross border payment should be learned and observed for implementation. Focus on implementing decisively and effectively the tasks assigned in the Action Program for implementing Resolution No. 57-NQ/TW dated December 22, 2024.



- Continuing to implement comprehensive solutions to control and handle bad debts, improve credit quality, maintain the bad debt ratio at a safe level, while strengthening risk management and limiting the emergence of new bad debts, contributing to ensure a safe and stable operation of the credit institution system.

- Continuing to carry out and monitor the Development Strategy of Vietnam Banking Industry to 2025 - oriented to 2030, the Comprehensive National Financial Strategy for the new period (after issuance) and other promulgated Programs, Plans, Projects.

### **III. Orientation – Targets of SAIGONBANK**

#### **1. Overall orientation**

SAIGONBANK shall implement our 2026 business plan in accordance with the directions, objectives of the monetary, credit, and banking operation policies set forth by the Government and the SBV; Consolidating and enhancing the governance and risk management system based on gradual adoption of the Basel III standards; Accelerating digital transformation according to an appropriate roadmap; Enhancing brand value. SAIGONBANK's safe and efficient operation must be reflected through its compliance with the law and the SBV's regulations.

#### **2. Targets in 2026**

- Total assets: VND 36.000 billion, increased by 2% compared to 2025.
- Mobilized funds: VND 31.000 billion, increased by 2% compared to 2025.
- Outstanding loan balance: increased by 8,84% compared to 2025, in line with assigned targets and specific requirements from the SBV.
- Non-performing loans (Debt group 3-5): in line with the SBV's regulations.
- International settlement: USD 300 million.
- Profit before tax: VND 310 billion.

#### **3. Solutions to achieve targets**

##### **3.1. Growth in operational scale, safe and sustainable development**

- *For capital mobilization:* Continuing to maintain a sustainable capital structure, balancing between capital source and capital utilization on the principle of liquidity assurance and business optimization; Ensuring compliance with the SBV's regulations on the loan to deposit ratio; Managing capital mobilization in a flexible way including:

- + Fostering fund mobilization via digital platforms; Optimizing payment system, payment platforms and advanced payment products and services; Developing the payment ecosystem through SAIGONBANK accounts in order to boost the available balance of Current Account and Savings Account (CASA).

- + Enhancing customer care service; Implementing various promotional programs to improve customer loyalty; Aiming to acquire new customers based on expanding relationship with diverse business partners to increase product offerings.

*- For lending activities:*

+ Stringently complying with the provisions of the law, the SBV's instructions on credit granting activities; Growing credit on the basis of strict compliance with the 2026 credit growth targets assigned by the SBV; Strictly observing the regulations on adequacy ratios and credit limits applicable to customers.

+ Growing credit safely and effectively given a directed fund allocation to production business sector, prioritized and incentive sector in accordance with the Government's policy; Continuing to tightly control credit in potentially risky sectors, improving the work of monitoring and supervising credit granting to real estate sector to ensure a safe and compliant banking operation per SBV's regulations.

+ Implementing solutions to facilitate customer's access to SAIGONBANK's credit capital on the basis of reviewing and simplifying credit granting procedures as well as complying with legal regulation and a safe operation to be assured.

+ Developing appropriate credit programs and products capable of flexibly meeting the needs of various customer groups and segments in line with the direction and orientation of the Government from time to time; Digitalizing the credit granting procedure, enabling the community and enterprises to approach banking capital in a safe and compliant manner.

+ Implementing solutions outlined in Resolution No. 68/NQ-TW dated May 4, 2025, of the Political Bureau and the Action Plan of the Banking Sector (issued together with Decision No. 2415/QĐ-NHNN dated June 25, 2025, of the SBV) on the development of the private economy; Accelerating the implementation of credit programs and policies as directed by the Government, the Prime Minister, and the SBV.

+ Continuing cooperation with microfinance organizations, programs and projects to expand access to credit and financial services for the poor, low-income individuals, and small and micro-sized enterprises.

+ Pushing cooperation with strategic customers to offer comprehensive financial services.

+ Participating in the conference for bank-enterprise connectivity programs; Carrying out information dissemination and public awareness campaigns on credit policies to organisations and individuals to increase their accessibility to banking credit capital.

+ Focusing on the quality of credit appraisal, strengthening the review and supervision activities prior, during and post credit granting; Strictly overseeing loan utilization to minimize non-performing loan (NPL) occurrence.

**3.2. Appropriate plan for digitally transforming banking operations, creating a platform that provides diverse products and services**

- Effectively carrying out missions and solutions for digital transformation, for information privacy and safety in line with the SBV's Directive No. 02/CT-NHNN dated January 09, 2026 and other relevant documents.

- Continuing to invest in upgrading the infrastructure of the information systems; Carrying on solutions for information privacy and safety in e-banking operations and online payment per regulations; Complying with personal data protection regulations and other related legal provisions.

- Continuing to deploy and utilize the national population database; applying citizen identity cards, electronic chip identity cards and VnID to serve professional activities; continuing to expand connectivity with various sectors and fields to establish a digital ecosystem to deliver modern, safe, convenient products and services at low cost.

- Researching and implementing artificial intelligence (AI) and digital technologies in banking products and services in accordance with legal regulations and the SBV's directions.

- Strengthening cooperation with local authorities to implement cashless payment services in public sector particularly in healthcare and education in accordance with the policies of the Government and the SBV.

- Implementing digital payment and e-tax filing solutions for household businesses and enterprises.

### **3.3. Controlling credit quality, boosting debt collection**

- Growing credit while maintaining its quality management; Properly adhering to regulations on loan classification, provisioning, and risk provision utilization.

- Implementing comprehensive and decisive solutions to recover outstanding debts in order to increase income; Controlling non-performing loans ratio on the balance sheet, non-performing loans sold to VAMC, and loans classified as prescribed by the SBV.

- Enhancing the effective application of SAIGONBANK's internal credit rating system and early warning system.

### **3.4. Enhancing the governance and risk management system**

- Strictly complying with the SBV's provisions in banking operations; Regularly reviewing and completing internal policies and procedures to ensure their consistency with the current regulations.

- Developing a roadmap for implementing Circular No. 14/2025/TT-NHNN dated June 30, 2025, regulating capital adequacy ratios for commercial banks, and Circular No. 83/2025/TT-NHNN dated December 31, 2025, on the internal control system of commercial banks.

- Enhancing the role of internal inspection, control and audit; Closely monitoring the results of implementing inspection and audit's recommendations; Improving remote monitoring toward the operations of affiliated units.

- Disclosing information in accordance with the law, assuring transparency in banking operation.

### 3.5. Managing system, human resources, fostering productivity

- Proposing the competent authority for transaction offices and branches reorganization to conform with the new administrative boundaries.
- Reviewing, arranging, optimizing human resources in order to streamline the organisation, to enhance labor efficiency and productivity.
- Continuing the policy of differentiating additional salaries according to the productivity and business efficiency of each unit as an approach to motivate and encourage business units to strive for achieving business targets.
- Continuing the transparent implementation of new appointments, reappointment and dismissals based on the completion of the assigned tasks.
- Strengthening the implementation of training programs on professional skills, professional expertise, and code of conduct for employees across the entire system.

### 3.6. Enhancing SAIGONBANK's brand value

- Timely communicating policies, mechanisms on the management of monetary policy as well as the operation of the SBV in general and SAIGONBANK in particular to the community.
- Promoting communication of SAIGONBANK's programs, products, services to people for their easy access to banking products and services.
- Continuing to strengthen brand promotion and recognition through social welfare sponsorship activities and community financing programs.

The aforementioned presentation is the operational orientation and core missions to be implemented in 2026 of SAIGONBANK.

#### Recipients:

- SAIGONBANK's shareholders;
- Banking Inspection and Supervision Agency;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- HR and Administration Dept.  
and Planning Dept. (SAIGONBANK) } For filing



GENERAL DIRECTOR

TRAN THANH GIANG

**REPORT**

**2025 Operation and 2026 Business orientation of the Board of Directors**

**I. Business performance in 2025**

**1. The Board of Directors (BOD) of the 2024-2029 term**

The BOD (2024 – 2029 office term) of Saigon Bank for Industry and Trade (SAIGONBANK) included seven (07) members as below:

- |                             |                    |
|-----------------------------|--------------------|
| - Mr. Vu Quang Lam          | Chairman           |
| - Mr. Nguyen Thanh Long     | Member             |
| - Mr. Tran Thanh Giang      | Member             |
| - Mrs. Ton Thi Nhat Giang   | Member             |
| - Mr. Pham Hoai Nam         | Member             |
| - Mrs. Phan Thi Bich Nguyet | Independent Member |
| - Mrs. Nguyen Thi Hong Thuy | Independent Member |

**2. Outcomes of performing 2025 key targets assigned by the General Meeting of Shareholders (GMS):**

As at December 31, 2025, performance outcomes relating to key targets of SAIGONBANK upon Resolutions of the 2025 GMS Resolutions were as below:

- Total assets: VND 35.377,03 billion, reaching 101,37% of the 2025 planned targets.
- Mobilized funds: VND 30.508,52 billion, reaching 101,36% of the 2025 planned targets.
- Outstanding loan balance: VND 22.322,76 billion, reaching 90,38% of the 2025 planned targets.
- Debt group 3-5 ratio was 2,27%, in line with the regulations of the State Bank of Vietnam (SBV).
- International settlement: USD 280,66 million, reaching 93,55% of the 2025 planned targets.
- Profit before tax: VND 150,67 billion, reaching 50,22% of the 2025 planned targets.

**3. Results of issue handling within the GMS authority between 2024-2025 Annual General Meeting of Shareholders (AGM):**

- Selecting an auditing company to review the 2026 semi-annual financial reports, to audit the 2026 financial reports and SAIGONBANK's internal control system: The BOD chose AFC Vietnam Auditing Company Limited for auditing SAIGONBANK's 2026 financial reports, upon the 2025 AGM Resolutions.

- Remaining fund appropriation: As per Resolution No.1975/SGB-DHDCD-NQ dated April 24, 2025, the GMS approved the 2024 profit distribution plan and assigned the BOD to decide on reserve appropriation. Based on the determined GMS decision, the BOD issued Resolution No.3804/SGB-HDQT-NQ dated July 30, 2025 approving



the profit distribution plan after charter capital supplementary reserve and financial reserve of SAIGONBANK as below:

(1) Fund reserved and distributed for employees' welfare and bonus: VND 16,75 billion. In which:

+ Fund of bonus: VND 4 billion

+ Fund of welfare and other benefits: VND 12,75 billion

(2) Fund reserved and distributed for the managers' bonus/reward: VND 472 million.

- Decision on structuring the organization, execution and management of SAIGONBANK: On August 01, 2025, the BOD issued Decision No. 901/QD-SGB-HDQT for establishing the Compliance Department.

- Approval of the tentative remediation plan in case of early intervention at SAIGONBANK: On June 19, 2025, the BOD issued Decision No. 695/QD-SGB-HDQT on the promulgation of the tentative remediation plan in case of early intervention in accordance with Article 143 of the Law on Credit Institutions and reported it to the State Bank of Vietnam (SBV) per regulations.

- Others: not occurred.

#### **4. Evaluation on the outcomes of governance activities**

- The BOD has always managed the business in close alignment with the Government and SBV's directives from time to time. Business scale grew in line with the SBV's targets, ensuring safe and sustainable growth that is timely responsive to the economic influences and real scenarios.

- The year 2025 continued to be full of challenges for banking in general and for SAIGONBANK in particular. The BOD directed the BOM to manage SAIGONBANK's business to ensure its security, stability, strict compliance with the law and SBV's regulations, especially policies on limits, adequacy ratios...

- Regarding credit activities: Strictly complying with regulations, and the SBV's directives regarding credit granting activities; Adhering to regulations on safety ratios and credit limits.

- Prudently controlling and restricting credit granted to sectors of potential risk exposures; Prioritizing fund for manufacturing, trading, industries of privilege, and economic growth drivers upon the Government and SBV's directives on the basis of secured lending capital and legal compliance; Supporting social economic recovery and development.

- Strictly implementing the directives of SBV in executing monetary policies, including: Key tasks of the 2025 banking sector under Directive No. 01/CT-NHNN dated January 20, 2025; Accelerating digital transformation and ensuring information security and safety in banking in 2025 under Directive No. 02/CT-NHNN dated January 20, 2025; Implementing the Government's and SBV's directions on the scientific and technological development, innovation, and digital transformation; Implementing credit policies for agricultural and rural development and green credit;

Implementing measures to ensure security and safety in payment operations, information security, and data protection, as well as risk control measures in banking operations; And implementing the directives of SBV on responding to and mitigating the natural disaster aftermaths...

- Directing for regularly reviewing internal regulations and procedures for each specific business operation to promptly amend, supplement, or issue new ones to ensure compliance with the SBV's regulations and other relevant regulations from time to time. In 2025, SAIGONBANK issued more than 40 internal regulations and procedures.

- Over the course of 2025, the BOD frequently directed, closely monitored, and assessed the BOM's execution of the 2025 AGM Resolutions. Also, the BOD issued certain Resolutions, Decisions to drive the business of SAIGONBANK including: allocating, appointing, reappointing, dismissing the managerial officers; relocating transaction offices; renaming branches and transaction offices to conform to the new administrative boundaries; consolidating the belonging Councils and Committees of SAIGONBANK; Issuing regulations on banking operations and information disclosure, etc.

- Successfully completing the charter capital increase through share issuance, (accumulated undistributed profit was paid at a rate of 6,5% in form of shares), raising the charter capital from VND 3.387,99 billion to VND 3.608,197 billion.

- Continuing the implementation of Basel II standards to enhance the effective operational risk management and other aspects to meet Basel III standards. In 2025, SAIGONBANK issued decisions to amend, supplement, and promulgate 18 regulations, procedures, and risk management policies.

- Information disclosure: In accordance with Clause 4, Article 49 of the Law on Credit Institutions, SAIGONBANK reports to the General Meeting of Shareholders the following information: related-party information of members of the Board of Directors, members of the Board of Supervisors, General Director, Deputy General Director, and their related parties being enterprises (as set out in Appendix 01 attached); and information on shareholders holding 1% or more of SAIGONBANK's charter capital and their related parties (as set out in Appendix 02 attached).

Instructing and overseeing the BOM's operation was done by the BOD as defined in SAIGONBANK's Charter. The BOD managed, directed the General Director through their Resolutions to resolve work within the scope of the BOD's authorization.

## **II. Business orientation in 2026**

Executive agenda to fulfill the 2026 business plan:

### **1. Business operation:**

Growing credit in line with the capacity of risk management, ability of attracting funds, assuring the liquidity; Strictly complying with the credit growth room allowed by the SBV.

- Synchronously deploying the remedies for debt collection to raise the Bank's income; Controlling the NPL ratio on the balance sheet, NPL items sold to VAMC and loan items already under diverse loan categorization means per the SBV's regulations.

- Intensively fostering informatics technology employment in banking and cashless payment tendency oriented by the Government and SBV; Enhancing the assurance of security and safe banking; Taking steps to digitally transform the bank business according to an appropriate roadmap.

## **2. Executive management activities:**

- Strictly observing the laws and SBV's regulations in the monetary and banking sector; Effectively implementing regulations on limits and adequacy ratios.

- Continuing to consolidate the capacity of risk management, early risk warnings, employing advanced models, technologies for risk management in accordance with the reality and prevailing legal framework.

- Strengthening internal inspection and audit; Monitoring the outcomes of handling post-audit and supervision recommendations; And remotely monitoring individual branches of SAIGONBANK.

- Continuing multiple activities of public relation, brand promotion, social cultural and welfare activities.

- Proactively following up with monetary markets to apply appropriate measures oriented by the Government and SBV.

The aforementioned narration is for the 2025 business performance report and 2026 proposal of SAIGONBANK that have been submitted by the BOD to the GMS for due consideration and opinion. In the light of that, the executive responsibility of controlling and management shall be improved on an ongoing basis, enabling the execution of the GMS Resolutions, contributing to the better secured, efficient and sustainable development of SAIGONBANK.

Regards./



### **Recipients:**

- SAIGONBANK's shareholders;
- Banking Inspection and Supervision Agency;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Board of Directors office (filing).

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



**VU QUANG LAM**

**APPENDIX 01: REPORT ON INFORMATION OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, GENERAL DIRECTOR,  
DEPUTY GENERAL DIRECTOR  
(As at 31 December 2025)**

No	Name of executive and related organizations	Enterprise ID / Business Registration Certificate No. or equivalent legal document	Head office address	Legal representative	Relationship between the enterprise/organization and the executive
<b>I</b>	<b>Board of Directors</b>				
1	<b>Mr. Vu Quang Lam – Chairman of the Board of Directors</b>				
1.1	Ho Chi Minh City Party Committee Office	2079-QĐ/TU	58 Truong Dinh, Xuan Hoa Ward, HCMC	Mr. Pham Hong Son	Ho Chi Minh City Party Committee Office authorized Mr. Vu Quang Lam to represent its capital contribution in SAIGONBANK
1.2	PhuNhuan Construction and Housing Trading Company Limited (PHU NHUAN CONTRACO CO., LTD)	0300518459	99 Nguyen Van Troi, Phu Nhuan Ward, HCMC	MRr. Pham Van Thang	PHU NHUAN CONTRACO CO., LTD authorized Mr. Vu Quang Lam to represent its capital contribution in ACB
2	<b>Mr. Nguyen Thanh Long – Member of the Board of Directors</b>				
2.1	Ky Hoa Tourist Trading One Member Limited Liability Complanly (KY HOA TOURIST)	0300516370	238 3/2 Street, Hoa Hung Ward, HCMC	Mr. Nguyen Xuan Dien	KY HOA TOURIST authorized Mr. Nguyen Thanh Long to represent its capital contribution in SAIGONBANK
2.2	HoChiMinh City Petroleum Company Limited (SAIGON PETRO CO., LTD)	0300507707	27 Nguyen Thong, Xuan Hoa Ward, HCMC	Mr. Duong Van Khanh	SAIGON PETRO CO., LTD authorized Mr. Nguyen Thanh Long to represent its capital contribution in SAIGONBANK
3	<b>Mr. Tran Thanh Giang – Member of the Board of Directors</b>				
3.1	Au Viet Paint Trading & Manufacturing Co., Ltd.	0307216418	Lot CII-4, Tan Huong Industrial Park, Tan Huong Commune, Dong Thap Province	Mrs.Hoang Thi Hoai Thu	Mrs Tran Thuy Dong Thy is the wife of Mr Tran Thanh Giang, be a capital contributor
4	<b>Ms. Ton Thi Nhat Giang – Member of the Board of Directors</b>	None			
4.1	Shin Khang & K Joint Stock Company	3603570559	9A Quarter 1, Tran Bien Ward, Dong Nai Province	Ms. Ton Thi Huong Giang	Her younger sister owns 70% of charter capital
5	<b>Mr. Pham Hoai Nam – Member of the Board of Directors</b>	None			
6	<b>Ms. Phar Thi Bich Nguyet – Independent Member of the Board of Directors</b>	None			
7	<b>Ms. Nguyen Thi Hong Thuy – Independent Member of the Board of Directors</b>	None			
<b>II</b>	<b>Board of Supervisors</b>				
1	<b>Mr. Tran The Truyen – Head of Board of Supervisors</b>	None			
2	<b>Mr. Nguyen Ai – Member of Board of Supervisors</b>				
2.1	Nguyen Kim Investment and Development ISC	0304852408	198 Nguyen Thi Minh Khai, Xuan Hoa Ward, HCMC	Mr. Nguyen Minh Nhat	Head of Internal Audit

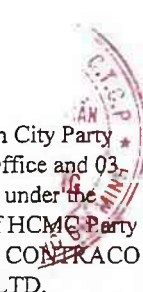
**APPENDIX 01: REPORT ON INFORMATION OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, GENERAL DIRECTOR,  
DEPUTY GENERAL DIRECTOR  
(As at 31 December 2025)**

No	Name of executive and related organizations	Enterprise ID / Business Registration Certificate No. or equivalent legal document	Head office address	Legal representative	Relationship between the enterprise/organization and the executive
2.2	South Saigon Development JSC	0301176800	No.1, Street No.5, Ong Lon River Residential Area, Nguyen Van Linh, Binh Hung Commune, HCMC	Mr. Nguyen Minh Tri	Member of Board of Supervisors
2.3	Saigon Food JSC	0300606715	265 Dien Bien Phu, Xuan Hoa Ward, HCMC	Ms. Tran Thi Phuong Nga	Head of Board of Supervisors
2.4	Hoan My JSC	0300604965	47 Ngo Tat To, Thanh My Tay Ward, HCMC	Mr. Tran Hoang An	Head of Board of Supervisors
3	Ms. Vu Quynh Mai – Member of Board of Supervisors	None			
4	Ms. Nguyen Dao Phuong Linh – Member of Board of Supervisors	None			
5	Mr. Nguyen Ngoc Dang Khoa – Member of Board of Supervisors				
5.1	Cu Chi Industrial – Trading Development Investment JSC	0302704764	Bau Tre 2 Hamlet, Tan An Hoi Commune, HCMC	Mr. Doan Minh Duy	Controller
<b>II</b>	<b>Board of Management</b>				
1	Mr. Tran Thanh Giang - General Director				
1.1	Au Viet Paint Trading & Manufacturing Co., Ltd.	0307216418	Lot CII-4, Tan Huong Industrial Park, Tan Huong Commune, Dong Thap Province	Mrs Hoang Thi Hoi Thu	Mrs Tran Thuy Dong Thy is the wife of Mr Tran Thanh Giang, he a capital contributor
2	Ms. Vo Thi Nguyet Minh – Permanent Deputy General Director				
2.1	Thao Nguyen Equipment One Member Co., Ltd.	0310333231	456/50 Cac Thang Extended, Hoa Hung Ward, HCMC	Mr. Nguyen Ngoc Trung Hau	Ms. Vo Thi Suong is the owner
3	Mr. Tran Quoc Thanh – Deputy General Director	None			
4	Mr. Pham Hoang Hong Thinh - Deputy General Director	None			
5	Mr. Nguyen Dinh Nam - Deputy General Director	None			
6	Mr. Nguyen Khac Nghiem - Deputy General Director	None			

*Handwritten signature*

**APPENDIX 02: REPORT ON SHAREHOLDERS HOLDING 01% OR MORE  
OF SAIGONBANK'S CHARTER CAPITAL**

(As at 31/12/2025)

No	Name of shareholders	Enterprise ID / Business Registration Certificate No. or equivalent legal document	Quantity of Shares		Shareholding of shareholders' related persons	
			Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
1	Dai Phu Quy Consulting Joint Stock Company	No. 0319303009 issued on 09/12/2025 by Department of Planning and Investment of HCMC	4.966.470	1,47%	0	0%
2	SAIGON TOURIST GROUP	No. 0300625210 issued on 16/01/2015 by Department of Planning and Investment of HCMC	11.829.650	3,49%	0	0%
3	ASIA INVESTMENT CAPITAL LLC8 (*)	No. 804918660 issued on 08/02/2023 by The State of Texas, USA	16.844.190	4,97%	0	0%
4	SUGARLAND TEXAS INVESTMENTS, LLC (*)	No. 804987258 issued on 24/03/2023 by The State of Texas, USA	16.868.500	4,98%	0	0%
5	Tiger Capital Joint Stock Company	No. 0317131298 issued on 18/01/2022 by Department of Planning and Investment of HCMC	16.900.047	4,99%	0	0%
6	Phat Dai Cat Joint Stock Company	No. 0317124438 issued on 13/01/2022 by Department of Planning and Investment of HCMC	33.502.602	9,89%	0	0%
7	HoChiMinh City Petroleum Company Limited (SAIGON PETRO CO., LTD)	No. 0300507707 issued on 26/05/2005 by Department of Planning and Investment of HCMC	47.708.053	14,08%	 <p>Ho Chi Minh City Party Committee Office and 03-enterprises under the management of HCMC Party (PHU NHUAN CONTRACO CO., LTD, KY HOA TOURIST, SAIGON PETRO CO., LTD.) have owned 221.094.529 shares, corresponding to 65,26% of Charter Capital of SAIGONBANK</p>	
8	Ky Hoa Tourist Trading One Member Limited Liability Company (KY HOA TOURIST)	No. 0300516370 issued on 23/03/2023 by Department of Planning and Investment of HCMC	55.400.943	16,35%		
9	Phu Nhuan Construction and Housing Trading Company Limited (PHU NHUAN CONTRACO CO., LTD)	No. 0300518459 issued on 24/04/2023 by Department of Planning and Investment of HCMC	56.375.000	16,64%		
10	Ho Chi Minh City Party Committee Office	Decision No. 2079-QD/TU dated 05/08/2024 of the Standing Committee of Ho Chi Minh City Party Committee Office	61.610.533	18,18%		

(\*) Update as at 24/03/2026:

- ASIA INVESTMENT CAPITAL LLC8 and SUGARLAND TEXAS INVESTMENTS, LLC were no longer shareholders holding 01% or more of SAIGONBANK's Charter Capital.

- Viet Kim Tin Investment JSC has owned 4,97% of SAIGONBANK's Charter Capital and Think Son Viet JSC has owned 4,98% of SAIGONBANK's Charter Capital.

*Yuan*

## **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 the 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.



- 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

No. 1658 /SGB-BKS

Ho Chi Minh City, April 08, 2026

**2025 REPORT ON ACTIVITIES OF  
THE BOARD OF SUPERVISORS**

**To: 2026 Annual General Meeting of Shareholders**

- Pursuant to the Charter of Saigon Bank for Industry and Trade (SAIGONBANK);
- Pursuant to the Organization and Operation Statute of the Board of Supervisors (BOS) of SAIGONBANK;
- Pursuant to the 2025 Report on Activities of the Board of Directors (BOD) of SAIGONBANK;
- Pursuant to the 2025 Consolidated Financial Statements of SAIGONBANK audited by the Independent Auditor.

The BOS hereby reports to the 2026 Annual General Meeting of Shareholders (AGM) on the activity overview, supervision results of the BOS in 2025 and the Operation Plan for 2026, as follows:

**I. ACTIVITIES OF THE BOS**

**1. General results**

The BOS for 2024-2029 term consists of 05 members elected as of November 01, 2024, including: Mr. Tran The Truyen (Head of the BOS), Mrs. Vu Quynh Mai, Mrs. Nguyen Dao Phuong Linh, Mr. Nguyen Ai and Mr. Nguyen Ngoc Dang Khoa.

In 2025, the BOS organized 05 meetings, specifically as follows:

No.	Members of the BOS	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for absence
1	Tran The Truyen	05/05	100%	100%	-
2	Vu Quynh Mai	05/05	100%	100%	-
3	Nguyen Dao Phuong Linh	05/05	100%	100%	-
4	Nguyen Ai	05/05	100%	100%	-
5	Nguyen Ngoc Dang Khoa	05/05	100%	100%	-

SAIGONBANK has maintained an Internal Audit Department under the BOS to conduct internal audits across SAIGONBANK.

**2. Task performance of the BOS**

The BOS has performed its functions and missions in accordance with the law, SAIGONBANK's Charter, and the organization and operation statute of the BOS. The specific results are as follows:

- Supervising the compliance with regulations, SAIGONBANK's Charter; monitoring the BOD and General Director's execution of GMS resolutions in governance at SAIGONBANK;



- Performing tasks related to the Internal Audit Department within the authority: Appointing and reappointing titles of the Internal Audit Department; Implementing the 2025 Internal Audit Plan; Approving the 2026 Internal Audit Plan; Directing, supervising the activities of the Internal Audit Department in performing its functions and tasks according to regulations;

- Promulgating the Statute on organization and operation of SAIGONBANK's BOS as per Resolution of GMS No. 1975/SGB-DHCD-NQ dated 24/4/2025 and performing information disclosure as prescribed by law.

- Promulgating SAIGONBANK's Internal Audit Regulations and Procedures in accordance with current regulations;

- Appraising the 2024 Financial Statements and semi-annual 2025 Financial Statements;

- Monitoring, updating changes in the list of shareholders owning 1% or above of the charter capital and the list of related persons of members of the BOD, of the BOS, of the General Director of SAIGONBANK, of shareholders owning 1% or above of charter capital;

- Reviewing the approval and implementation of investment projects, purchase and sale of fixed assets, contracts, and other transactions of SAIGONBANK under the authority of the GMS and the BOD;

- Reviewing contracts and transactions with other related parties in accordance with regulations;

- Supervising the obedience of restrictions to ensure safety in operation of SAIGONBANK;

- Reporting as per requirement of the State Bank of Vietnam (SBV).

## **II. SUPERVISION RESULTS BY THE BOS TOWARDS OPERATION AND FINANCIAL POSITION OF SAIGONBANK IN 2025**

### **1. 2025 Financial Statements evaluation**

Basic financial indicators as at December 31, 2025, and 2025 business results were as follows:

<b>Items</b>	<b>Amount (VND million)</b>
1. Total assets	35.377.029
2. Capital and funds	4.194.143
3. Business Results	
- Profit before tax	150.672
- Profit after tax	121.536

SAIGONBANK's 2025 Consolidated financial statements were audited by MOORE AISC Auditing and Informatics Services Co., Ltd., and published on SAIGONBANK's website in accordance with prevailing regulations.

Under thorough consideration, the BOS has concurred with the opinion of the Independent Auditing Company that the 2025 Consolidated Financial statements presented a true and fair view, in all material respects, of the consolidated financial position of SAIGONBANK as at December 31, 2025 as well as its consolidated operational results and cash flows for the fiscal year then ended, In accordance with Vietnamese Accounting Standards, the Accounting Regime for Credit Institutions in Vietnam, and other prevailing legal regulations relevant to the preparation and presentation of consolidated financial statements.

## **2. Supervision on GMS 2025 Resolution implementation:**

In 2025, SAIGONBANK carried out activities according to the AGM 2025 Resolution and achieved the following results:

- Total assets: VND 35.377,03 billion, reaching 101,37% of the 2025 planned target.
- Mobilized funds: VND 30.508,52 billion, reaching 101,36% of the 2025 planned target
- Lending outstanding balance: VND 22.322,76 billion, reaching 90,38% of the 2025 planned target.
- Non-performance loan (Debt groups 3-5) ratio was 2,27% within the prescribed threshold.
- International settlement: USD 280,66 million, reaching 93,55% of the 2025 planned target.
- Profit before tax: VND 150,67 billion, reaching 50,22% of the 2025 planned target.

SAIGONBANK achieved a number of targets according to the GMS 2025 Resolution. Debt groups 3-5 as at December 31, 2025 was within the prescribed threshold. Profit before tax reached 50,22% of the 2025 planned target.

## **3. Supervision of Executive Management Activities**

During the year, the BOD and General Director amended, supplemented and issued new internal regulations to meet the requirements in the real situation of SAIGONBANK in accordance with prevailing law.

The BOD operated according to the GMS Resolutions and SAIGONBANK's Charter. The BOD implemented instructions from the SBV including Directive No. 01/CT-NHNN dated January 20, 2025 on organizing the performance of key tasks of banking sector for the year 2025; Directive No. 02/CT-NHNN dated February 13, 2025 on promoting digital transformation and ensuring information security in banking and other directives of the State Bank of Vietnam related to banking operations from time to time. At once, the BOD directed the implementation of Resolutions and some contents authorized by the GMS, as follows:

- Selecting AFC Vietnam Auditing Company Limited to perform the financial statement review service for the 6-month financial period of 2026; audit the 2026 financial statements; and provide limited assurance services on the internal control system over the preparation and presentation of the 2026 financial statements of SAIGONBANK.
- Drafting amendments, supplements to "The Organization and Operation Statute of the Board of Directors of SAIGONBANK" and "Amendments, supplements to SAIGONBANK's Charter" in accordance with new provisions of the Credit Institutions Law, effective from July 01, 2024.

- Approving the 2024 Profit distribution plan after statutory reserve appropriation.
- Approving the implementation of the Capital Increase Plan approved by the GMS as Resolution No. 1975/SGB-DHDCD-NQ dated April 24, 2025, and No. 5234/SGB-DHDCD-NQ dated October 24, 2025.

General Director managed the operations of SAIGONBANK based on legal compliance and the BOD's resolutions, according to the hierarchy and authorization; implemented the directives from the BOD through executive management activities in the Board of Management towards all units within the system; issued regulations, procedures, guidelines to implement general policies from the BOD in line with the laws, and organized the remediation of pending issues based on Inspection Conclusions and Internal audit Reports. The General Director also developed business plans and managed business operations according to legal regulations.

#### **4. Supervision by senior management towards internal audit**

The BOS carried out its senior supervision concerning internal audits, as prescribed in Circular No. 13/2018/TT-NHNN dated May 18, 2018, of the SBV on the internal control systems of commercial banks and foreign bank branches, and the organization and operation statute of the BOS is as follows:

The BOS directed and supervised the Internal Audit Department for implementing the approved internal audit plan for 2025. During the course of 2025, the Internal Audit Department conducted 10 audits at branches and units within the network. Additionally, the department carried out remote monitoring, risk warning reports, and followed up on corrective actions in response to recommendations, issues as inspection findings and internal audit reports, reporting to the SBV as stipulated.

The Internal Audit Department coordinated with the first-line and second-line defense in remote checking and monitoring activities to detect and provide early warnings of risks in unit operation.

The BOS instructed the development and approval of the 2026 Internal Audit Plan, and reported to the SBV as required.

Through the direction and supervision of the internal audit activities in 2025, the BOS evaluated the organization and implementation of the internal audit function at SAIGONBANK, ensuring compliance with the provisions of Circular No. 13/2018/TT-NHNN dated May 18, 2018 as above-mentioned, as well as the internal regulations on internal audit of SAIGONBANK.

#### **5. Updates on Shareholder List, shareholding percentage**

In 2025, the charter capital reached VND 3.387,99 billion. During the same year, SAIGONBANK implemented procedures to increase its charter capital according to the plan approved by the GMS. By January 31, 2026, SAIGONBANK increased its charter capital from VND 3.387,99 billion to VND 3.608,20 billion (an increase of VND 220,21 billion). However, this is not sufficient per required minimum charter capital of VND 5.000 billion (Article 1, Clause 2 of Decision No. 689/QĐ-TTg dated June 8, 2022, of the Government).

Regarding shareholders who own 1% or above of the charter capital and related persons of these shareholders (who hold 1%) as well as related persons of the BOD members, of the BOS members, of the General Director: lists of those subject persons were updated as required.

As at December 31, 2025, the shareholding ratio of shareholders, shareholders, and related parties of SAIGONBANK has not complied with the regulations of the Law on Credit Institutions 2024 (as amended and supplemented). The representatives of shareholders at SAIGONBANK shall continue to report and urge shareholders, shareholders and related persons of shareholders holding shares exceeding the prescribed ratio to fully comply with the regulations.

SAIGONBANK must continue to strive for meeting the minimum charter capital of VND 5.000 billion and work with major shareholders to resolve the pending issues of shareholding percentage to ensure compliance.

**6. SAIGONBANK's investment projects, the purchase and sale of fixed assets, contracts, and other transactions under the authority of the GMS, the BOD: not occurred**

#### **7. The cooperation between BOS, BOD and General Director**

In 2025, the BOS adhered to legal regulations and SAIGONBANK's Charter. Based on the results of senior management supervision over internal audits, the BOS made recommendations to the BOD and General Director to enhance control, minimize risks, and ensure legal and internal compliance.

The BOD and General Director promptly directed branches and units to correct identified issues, helping to mitigate risks during operation.

Overall, the coordination amongst the BOS, the BOD and General Director was in compliance with the law and internal regulations of SAIGONBANK.

#### **III. 2026 Action Plan of the BOS**

Supervising the compliance with legal and internal regulations of SAIGONBANK in management and operations according to the SBV and SAIGONBANK requirements;

Supervising the implementation of the GMS Resolutions and SAIGONBANK's 2026 business plan;

Carrying out the senior direction and supervision over internal audits, ensuring the implementation of the 2026 Internal Audit Plan; enhancing internal audits for SAIGONBANK's operations, monitoring the compliance with the SBV and internal regulations, and ensuring that audit findings and recommendations shall be handled per conclusions from the SBV Supervisors and minutes of the Internal Audit Department.

Carrying out other duties of the BOS as required.

The above-mentioned narration is the 2025 BOS Activity Report presented to the GMS. And it seeks the shareholders' opinion contribution.

Recipients:

- SAIGONBANK shareholders;
- State Bank of Vietnam;
- Board of Directors;
- General Director;
- Board of Supervisors (filing).

**FOR AND ON BEHALF OF  
THE BOARD OF SUPERVISORS**



**Tran The Truyen**



**MOORE AISC**

MOORE AISC Auditing and Informatics  
Services Company Limited  
389A Dien Bien Phu Street, Ban Co Ward  
Ho Chi Minh City,  
Viet Nam  
T (8428) 3832 9129  
F (8428) 3834 2957  
E info@aisc.com.vn  
www.aisc.com.vn

No: A0225079-HN/MOORE AISC-DN4

## INDEPENDENT AUDITOR'S REPORT

TO: SHAREHOLDERS, BOARD OF DIRECTORS AND BOARD OF MANAGEMENT

SAIGON BANK FOR INDUSTRY AND TRADE

We have audited the consolidated financial statements of SAIGON BANK FOR INDUSTRY AND TRADE (the "Bank") which were prepared on March 26, 2026, as set out on Page 06 to Page 53, consisting of Consolidated Statement of financial position as at December 31, 2025, Consolidated Income Statement, Consolidated Cash Flow Statement for the fiscal year then ended and Notes to the Consolidated Financial Statements.

### Responsibility of the Board of Management

The Board of Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Vietnamese Accounting Standards, Banking Accounting System and prevailing regulations applicable to the preparation and presentation of the consolidated financial statements and also for the internal control that the Board of Management considers necessary for the preparation and fair presentation of consolidated financial statements that are free from material misstatement.

### Responsibility of the Auditor

Our responsibility is to express an opinion on the consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Auditing Standards. Those standards require that we comply with ethical requirements, plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Bank's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate for the basis of our audit opinion.

Branch in Ha Noi: 6th floor, 36 Hoa Binh 4 Str., Bach Mai Ward, Ha Noi City, Viet Nam  
Branch in Da Nang: 350 Hai Phong Str., Thanh Khe Ward, Da Nang City, Viet Nam

T: (84.24) 3782 0045 F: (84.24) 3782 0048 E: hanoi@aisc.com.vn  
T: (84.236) 374 7619 F: (84.236) 374 7620 E: danang@aisc.com.vn



**INDEPENDENT AUDITOR'S REPORT (Cont.)**

**Auditor's opinion**

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of **SAIGON BANK FOR INDUSTRY AND TRADE** as at December 31, 2025 as well as the consolidated results of its operation and its consolidated cash flows for the year then ended. The consolidated financial statements are prepared in compliance with the prevailing Vietnamese Accounting Standards, Banking Accounting System and other statutory requirements relevant to the preparation and presentation of the consolidated financial statements.

*HCMC, March 26, 2026*

**Moore AISC Auditing and Informatics Services Company Limited**



**Huynh Tieu Phung**

**Deputy General Director**

Certificate of Audit Practice Registration

No: 1269-2023-005-1

**Do Thi Mai Hoa**

**Auditor**

Certificate of Audit Practice Registration

No: 3559-2026-005-1

## PROPOSAL

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

The Board of Directors (BOD) of Saigon Bank for Industry and Trade (SAIGONBANK) respectfully submits the 2025 profit distribution plan to Shareholders as follows:

	Amount (VND)
<b>1. SAIGONBANK's profit:</b>	
1.1 Consolidated Profit before tax	150.672.269.323
1.2 Corporate income tax	29.136.283.662
1.3 Profit after tax	121.535.985.661
<b>2. Profit distribution:</b>	
2.1 Reserves appropriated:	24.307.197.132
- Charter capital supplementary reserve (10%) (Clause 3, Article 26 of Decree No. 135/2025/ND-CP dated June 12, 2025 issued by the Government)	12.153.598.566
- Financial reserve (10%) (Clause 4, Article 26 of Decree No. 135/2025/ND-CP dated June 12, 2025 issued by the Government)	12.153.598.566
2.2 The 2025 retained profit after reserve appropriation at item 2.1	97.228.788.529

**The BOD is assigned to decide the appropriation of the remaining reserves (Welfare and bonus funds for the employees; Bonus fund for the managers).**

Regards./.

*Quan*

FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN



VU QUANG LAM

**Recipients:**

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

No: 243/TTr-SGB-HDQT

Ho Chi Minh City, April 02, 2026

Regarding the salary and remuneration fund for  
members of the BOD, BOS of SAIGONBANK

## 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, with a maximum amount of VND 3.320 million and proposes that the BOD be authorized to decide on the allocation of salaries and remuneration to each member of the BOD and the BOS in accordance with prevailing regulations.

### **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 12 June 2025 of the Government on financial regimes applicable to credit institutions and foreign bank branches, on financial supervision and evaluation of the efficiency of state capital investment in credit institutions with 100% charter capital held by the State and credit institutions with state capital and Decree No. 248/2025/ND-CP dated 15 September 2025 of the Government providing for salary, remuneration and bonus regimes for representatives of the state owner, representatives of state capital and Controllers in state-owned enterprises.

Sincerely./.

*Quan*

**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).

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



**VU QUANG LAM**

No: 300/ TTr-SGB-HDQT

Ho Chi Minh City, April 14, 2026

Regarding selection of the independent auditing firm for  
the year 2027 of SAIGONBANK

## PROPOSAL

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

Pursuant to:

The Law on Credit Institutions (amended and supplemented);  
The Circular No. 51/2024/TT-NHNN dated November 29, 2024 of the State Bank of Vietnam on prescribing independent audit applicable to commercial banks, non-bank credit institutions, microfinance institutions, and foreign bank branches;  
The Charter of Saigon Bank for Industry and Trade (SAIGONBANK).  
The Decision No. 92/QD-NH5 dated May 4, 1993 of the Governor of the State Bank of Vietnam on issuing operating license to Saigon Bank For Industry and Trade;

At the proposal of the Board of Supervisors regarding the selection of an independent auditing firm to conduct the audit of the financial statements and to provide assurance services on the operation of the internal control system in the preparation and presentation of the 2027 financial statements;

In order to conduct the audit of the financial statements and provide assurance services on the internal control system over the preparation and presentation of the 2027 financial statements of SAIGONBANK in accordance with the provisions of the law and the State Bank of Vietnam, the Board of Directors of SAIGONBANK hereby submits to the 2026 Annual General Meeting of Shareholders:

- To consider and approve the selection of **Moore AISC Auditing and Informatics Services Company Limited** (being an entity included in the list proposed by the Supervisory Board) to audit the financial statements and provide assurance services on the internal control system over the preparation and presentation of the 2027 financial statements.

- To assign the Board of Directors to direct the implementation of the execution of Contracts/Agreements with Moore AISC Auditing and Informatics Services Company Limited in accordance with actual conditions and in compliance with applicable laws and regulations of the State Bank of Vietnam, ensuring balance of interests between shareholders and SAIGONBANK.

Respectfully submitted. / *[Signature]*

**Recipients:**

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

FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN *[Signature]*



VU QUANG LAM

No.: 244/TTr-SGB-HDQT

Ho Chi Minh City, April 02, 2026

Regarding the Tentative Remediation Plan in  
case of early intervention at SAIGONBANK

## PROPOSAL

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

Pursuant to:

The Law on Credit Institutions (amended and supplemented);

The Charter of Saigon Bank for Industry and Trade (SAIGONBANK).

The Board of Directors (BOD) of SAIGONBANK hereby report to the 2026 Annual General Meeting of Shareholders (AGM) regarding the review and completion of the Tentative Remediation Plan in case of early intervention at SAIGONBANK, as follows:

### 1. Background

Pursuant to Resolution No. 1975/SGB-DHDCCD-NQ dated April 24, 2025, the General Meeting of Shareholders (GMS) authorized the BOD to resolve certain matters within the authority of the GMS of SAIGONBANK between the 2025 AGM and 2026 AGM, including the approval of the Tentative Remediation Plan in case of early intervention at SAIGONBANK in accordance with Article 143 of the Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024.


On June 19, 2025, the BOD issued Decision No. 695/QD-SGB-HDQT on promulgating the Tentative Remediation Plan in case of early intervention at SAIGONBANK and reported to the State Bank of Vietnam (SBV) as per regulations.

In response to the request of the SBV stated in Official Letter No. 2297/QLGS5 dated September 05, 2025, the BOD has reviewed and further refined the Tentative Remediation Plan in case of early intervention at SAIGONBANK.

### 2. Contents submitted to the GMS

a. Approving the Tentative Remediation Plan in case of early intervention at SAIGONBANK in accordance with Article 143 of the Law on Credit Institutions (detailed plan attached).

b. Authorizing the BOD to amend and supplement the Tentative Remediation Plan in case of early intervention at SAIGONBANK; reporting to the SBV as per regulations.

Regards. 

**Recipients:**

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

FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN 



VU QUANG LAM



**SAIGON BANK FOR INDUSTRY AND TRADE**

-----\*\*\*-----

**DRAFT**



**SAIGONBANK**

**THE TENTATIVE REMEDIATION PLAN  
IN CASE OF EARLY INTERVENTION**

*Ho Chi Minh City, month.....year 2026*

## TABLE OF CONTENTS

<b>I. GENERAL PROVISIONS .....</b>	<b>1</b>
1. Purpose.....	1
2. Subjects of application.....	1
3. Definitions.....	1
<b>II. CONTENTS OF THE PLAN .....</b>	<b>1</b>
<b>1. Thông tin, cơ cấu tổ chức SAIGONBANK Information and Organizational Structure of SAIGONBANK.....</b>	<b>1</b>
a) License for Establishment and Operation.....	1
b) Business Lines .....	2
c) Management and Organizational Structure .....	2
d) Operations Network.....	3
e) Organizational Structure Chart .....	3
<b>2. Financial position and Operational performance of SAIGONBANK.....</b>	<b>3</b>
a) Assessment of SAIGONBANK's financial position and operations.....	3
b) Current Financial Status of SAIGONBANK.....	4
<b>3. Cases of Early intervention of the SBV.....</b>	<b>5</b>
<b>4. Implementation measures, roadmap and timeline for addressing cases of early intervention .....</b>	<b>6</b>
a) Increasing charter capital, owners' equity and implementation timeline; Roadmap for reducing shareholding or capital contribution ratios of shareholders in accordance with Point b, Clause 1, Article 159 of the Law on Credit Institutions .....	6
b) Enhancing liquidity capacity; increasing holdings of highly liquid assets; sale, transfer of assets and other solutions to ensure compliance with operational safety requirements.....	6
c)Enhancing business performance efficiency.....	7
d) Strengthening governance and executive management capability .....	7
e) Addressing financial weaknesses, non-performing loans, collateral issues, and corrective measures for legal violations .....	7
f) Communication and information technology measures to address liquidity difficulties .....	8
g) Other supporting measures .....	9
<b>III. IMPLEMENTATION ARRANGEMENTS .....</b>	<b>9</b>
<b>PHỤ LỤC APPENDICES</b>	
Appendix 1: Organizational Structure	
Appendix 2: Financial Indicators of SAIGONBANK	
Appendix 3: Prudential ratios in SAIGONBANK's operations	

# THE TENTATIVE REMEDIATION PLAN IN CASE OF EARLY INTERVENTION

## I. GENERAL PROVISIONS

### 1. Purpose

The Tentative Remediation Plan in case of early intervention is developed in compliance with Article 143 of the Law on Credit Institutions No. 32/2024/QH15 dated 18/01/2024 and aims to ensure that SAIGONBANK can respond promptly in case of early intervention measures are applied.

### 2. Subjects of application

The Tentative Remediation Plan in case of early intervention applies to SAIGONBANK in accordance with Article 143 and Article 156 of the Law on Credit Institutions No. 32/2024/QH15 dated 18/01/2024.

### 3. Definitions

In this Plan, the terms below shall be construed as follows:

- SAIGONBANK means Saigon Bank for Industry and Trade
- “Unit(s)” include Departments at Head Office, Branches, SAIGONBANK Digital Transformation Center, and Affiliates of SAIGONBANK.
- NHNN/SBV means the State Bank of Vietnam
- TCTD/CI means a credit institution.
- Law on Credit Institutions means the Law on Credit Institutions No. 32/2024/QH15 dated 18/01/2024.
- “Plan” means the Tentative Remediation Plan in case of early intervention.
- “*Early intervention*” means the State Bank of Vietnam imposes requirements and restrictions to credit institutions and foreign bank’s branches, and requires such credit institutions and foreign bank’s branches to implement remediation plans under the supervision of the State Bank of Vietnam to address the situation in accordance with Clause 1, Article 156 of the Law on Credit Institutions.
- *Bank run* means a situation in which many depositors simultaneously withdraw funds from a credit institution, leading to an insolvency risk or actual insolvency as prescribed by the Governor of the State Bank of Vietnam.
- *Charter capital* means the total par value of shares of a joint-stock credit institution that have been sold to shareholders.

## II. CONTENTS OF THE PLAN

### 1. Information and Organizational Structure of SAIGONBANK

#### a) Establishment and Operation License

- Vietnamese name: Ngân hàng Thương mại cổ phần Sài Gòn Công thương
- English name: Saigon Bank for Industry and Trade
- Abbreviation: SAIGONBANK

- Ticker symbol: SGB

- Establishment license: SAIGONBANK was established under License No. 0034/NH-GP dated 04/5/1993 issued by the State Bank of Vietnam. The Enterprise Registration Certificate of the joint-stock company No. 0300610408 issued by the Department of Planning and Investment of Ho Chi Minh City (now the Department of Finance of Ho Chi Minh City).

- Head office: 2C Pho Duc Chinh Street, Ben Thanh Ward, Ho Chi Minh City.

- Telephone: (028) 39143183

- Fax: (028) 39143193

- Website: [www.saigonbank.com.vn](http://www.saigonbank.com.vn)

- Current charter capital: VND 3.608,20 billion, increasing by VND 220,21 billion compared to 31/12/2025 (Decision No. 32/QD-NHNN dated 13/01/2026 of the State Bank of Vietnam regarding amending the charter capital stated in SAIGONBANK's Operation License).

**b) Business lines:** SAIGONBANK operates in the banking and finance sector, with its principal business activities as follows: mobilizing short-, medium-, and long-term funds in the form of term deposits, demand deposits, and certificates of deposit; receiving entrusted funds for investment and development from domestic credit institutions; borrowing from other credit institutions; providing short-, medium-, and long-term loans to organizations and individuals depending on the nature and availability of funding sources; discounting commercial papers, bonds, and other valuable papers; contributing capital to joint ventures and purchasing shares in accordance with prevailing laws; providing payment services among customers; conducting foreign exchange and gold trading and international payment services; mobilizing capital from abroad and providing other banking services in relation to foreign countries as permitted by the State Bank of Vietnam; and issuing domestic cards under the SAIGONBANK Card brand.

**c) Organizational and governance structure**

- SAIGONBANK was established on 16/10/1987, as the first joint-stock commercial bank model in Vietnam, and operates in accordance with the initiatives of the Ho Chi Minh City Party Committee and the People's Committee to implement Party resolutions, aiming to concretize the policy of reforming the economic management mechanism under the Resolution of the 6th National Party Congress.

- SAIGONBANK's governance structure follows the joint-stock company model in compliance with the Law on Credit Institutions and relevant regulations, with an organizational structure comprising: the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the Board of Management (Executive Board), specifically:

+ General Meeting of Shareholders: consists of all voting shareholders and is the highest decision-making authority of SAIGONBANK.

+ Board of Directors: As at 31/12/2025, SAIGONBANK's Board of Directors comprises 07 members, including the Chairman and other members. Of these, 06 are non-

executive members and 02 are independent members. Committees under the Board of Directors include the Board Risk Committee and the Board Nomination Committee.

+ Board of Supervisors: As at 31/12/2025, SAIGONBANK's Board of Supervisors comprises 05 members, including the Head of the Board of Supervisors and other members.

+ Board of Management: As at 31/12/2025, SAIGONBANK's Board of Management comprises 06 members, including the General Director and other members. Assistants to the General Director are the Asset and Liability Committee (ALCO), the Risk Management Committee, the Capital Management Committee, and professional departments.

**d) Operations network:** As at 31/12/2025, SAIGONBANK's operations network comprises its Head Office, 33 branches, 55 transaction offices, and the Card Center (now SAIGONBANK Digital Transformation Center). Its subsidiary is Saigon Factoring and Collateral Company Limited.

Saigon Factoring and Collateral Company Limited was established under License No. 4104000033 dated 24/12/2021, with its 10<sup>th</sup> amendment to the enterprise registration under Enterprise Code No. 0302487767 dated 12/01/2026.

**e) Organizational structure chart:** as presented in Appendix 1 attached to this Plan.

## **2. Financial position and operational performance of SAIGONBANK**

### **a) Assessment of SAIGONBANK's financial position and operations**

Upon the occurrence of an early intervention event, SAIGONBANK shall assess its financial position and operations based on the following key aspects:

- Business strategy and orientation: SAIGONBANK operates its business in line with the orientations and objectives of monetary, credit, banking activities policies from the Government and the SBV. SAIGONBANK ensures compliance with applicable laws and regulations of the SBV as well as maintains stable, safe, efficient, and sustainable growth.

- Financial position:

+ Total assets: Assess the scale and growth rate of total assets; analyze the asset structure and the proportion of income-generating assets.

+ Capital: Assess the scale, growth, and structure of charter capital; the actual value of charter capital; and on that basis, evaluating the ability to sustain such capital level in current market conditions...; shareholder structure and ownership ratios...

+ Capital mobilization: Assess the mobilization of funds from deposits in Retail Market and other funding channels; Analyze the role of mobilized funds in ensuring liquidity safety and supporting business operations...

+ Credit extension: Assess the loan growth, loan structure, borrower segments, lending sectors, and credit risk levels,...

+ Capital contribution and investment activities: Analyze the equity investments; assess the efficiency of such investments and the risk level associated with each investment...

+ Other assets: Assess the receivables, accrued interest and fees, and other fixed assets...

+ Asset quality: Conduct a comprehensive assessment of asset quality, non-performing loan (NPL) resolution, and the recoverability of bad debts...

- Business performance: Analyze the income and expenses, the proportion of income from each business segment in total income; and items that may affect SAIGONBANK's profit such as accrued interest income that must be reversed but has not yet been done, required risk provisions that have not yet been made due to pending deadlines under inspection conclusions, audit conclusions, and other expenses (if any).

- Complying with prudential ratios and limits: Assess the compliance with prudential limits and safety ratios in accordance with regulations of the State Bank of Vietnam and applicable Circulars from time to time.

#### **b) Financial position of SAIGONBANK**

*(i) Key financial indicators of SAIGONBANK over the past three years: Detailed information is presented in Appendix 2 attached to this Plan.*

*(ii) Operational limits and Prudential ratios as at 31/12/2025: in compliance with the requirements of the State Bank of Vietnam (SBV): Details are provided in Appendix 3 attached to this Plan.*

#### **(iii) Overall assessment of SAIGONBANK's operations**

##### **➤ Strengths:**

- Strictly complying with the directives of the SBV regarding monetary policy, interest rates, foreign exchange management regulations,...; adherence to operational limits and safety ratios applicable to the banking sector from time to time.

- The operation of SAIGONBANK is stable, maintaining adequate liquidity, maintaining a balance between funding sources and capital utilization; business activities have recorded growth, with most targets assigned by the General Meeting of Shareholders being achieved.

- The information technology system operates safely and stably, meeting connectivity requirements with major payment intermediaries, thereby forming a foundation for the gradual development of modern, technology-based banking products and services, contributing to the promotion of cashless payments in line with the Government's and SBV's direction. The investments in server procurement and the upgrade of the Oracle database management system from version 10g to 19c, together with data migration to new server systems, have enhanced the quality of digital financial products and services while ensuring customer safety and data security. SAIGONBANK has implemented biometric authentication on the SAIGONBANK Smart Banking application in accordance with the SBV's roadmap.

- Strengthening and enhancing governance and risk management systems in line with Basel II standards, with a roadmap toward Basel III compliance. Developing the implementation plans for Circular No. 14/2025/TT-NHNN dated 30/06/2025 on capital

adequacy ratios, and Circular No. 83/2025/TT-NHNN dated 31/12/2025 on internal control systems and risk management for commercial banks and foreign bank branches.

➤ Limitations:

- SAIGONBANK's charter capital remains relatively modest compared to the overall banking system, limiting its capacity to expand operational scale.

- Adverse fluctuations in both domestic and global economic conditions have disrupted the supply chains, reduced order volumes, and negatively impacted enterprises' operations. This, in turn, has affected customers' debt repayment capability. The increase in non-performing loans (NPLs) is also partly attributable to customers failing to meet repayment obligations at other banks and finance companies, resulting in reclassification of SAIGONBANK loans into NPLs in accordance with SBV regulations. As at 31/12/2025, the NPL ratio stood at 2,27%.

- Despite establishing connections with payment intermediaries and enhancing user features on SAIGONBANK applications, digital banking products remain relatively modest compared to other commercial banks due to limited investment in technology infrastructure.

### **3. Cases of Early intervention of the SBV**

The SBV shall consider and decide to implement early intervention when SAIGONBANK falls into one or more of the following cases:

**a) Accumulated losses exceed 15% of charter capital, allocated capital, and reserve funds as recorded in the most recent audited financial statements or based on inspection/audit conclusions of competent state authorities, and the minimum capital adequacy ratio as prescribed in Point b, Clause 1, Article 138 of the Law on Credit Institutions is breached.**

(i) Assessment of causes:

- Accumulated losses arise from non-recoverable NPLs requiring risk provisioning, thereby reducing profits; inefficient investments and capital contributions; fluctuations in interest rates, exchange rates, and financial markets increasing operational risks and adversely affecting profitability.

- Failure to maintain the capital adequacy ratio due to credit risk exposure, inappropriate asset allocation that reduced capacity to absorb financial risks...

(ii) Remedial measures: Applying one or several corrective measures as stipulated in Clauses 4.a, 4.c, 4.d, and 4.e, Section II of this Plan.

### **b) Rated below average in accordance with SBV regulations**

(i) Assessment of causes: due to weaknesses in one or more of the following components: Capital adequacy (C), Asset quality (A), Management (M), Earnings (E), Liquidity (L), or Sensitivity to market risk (S), resulting in a rating below average, specifically Rating D (Weak) or Rating E (Poor).

(ii) Remedial measures: Applying one or several corrective measures as stipulated in Clauses 4.a, 4.b, 4.c, 4.d, and 4.e, Section II of this Plan.

### **c) Breach of the solvency ratio for 30 consecutive days**

(i) Assessment of causes: due to the impact of the following factors

- Insufficient portfolio of high-quality liquid assets;

- Cash outflows exceeding cash inflows;

- Difficulties in accessing funding sources in the interbank market (Market 2).

(ii) Remedial measures: Applying one or several corrective measures as stipulated in Clauses 4.b, 4.d, and 4.f, Section II of this Plan.

**d) Breach of the minimum capital adequacy ratio for 06 consecutive months**

(i) Assessment of causes: due to the impact of the following factors

- Owners' equity does not increase in line with business plans or declines due to accumulated losses;

- Increase in Credit risk-weighted asset due to strong credit growth or higher proportion of high-risk lending (e.g., unsecured loans, insufficiently collateralized loans, real estate financing...);

- Market factors such as asset prices, interest rates, exchange rates, and other macroeconomic variables fluctuating, thereby increasing capital requirements for market risk...

(ii) Remedial measures: Applying one or several corrective measures as stipulated in Clauses 4.a, 4.c, 4.d, and 4.e, Section II of this Plan.

**e) Occurrence of a bank run and submission of a report to the SBV**

(i) Assessment of causes: This may stem from adverse market information affecting customer confidence, including negative news regarding SAIGONBANK's financial position or reputational risks (e.g., rising NPL, accumulated losses...), even in the absence of fundamental issues related to risk management and liquidity.

(ii) Remedial measures: Applying one or several corrective measures as stipulated in Clauses 4.b, 4.c, 4.d, and 4.f, Section II of this Plan.

**4. Implementation measures, roadmap, and timeline for addressing each case of early intervention**

**a) Increase of Charter capital, Owners' equity and including the implementation timeline; a roadmap for reducing shareholding ratios and capital contributions of shareholders in accordance with Point b, Clause 1, Article 159 of the Law on Credit Institutions.**

No	Proposed measures	Implementation roadmap and timeline
1	<ul style="list-style-type: none"><li>- Increase charter capital; Issue shares to existing shareholders and strategic investors.</li><li>- No cash dividend distribution; dividends shall be paid in shares.</li><li>- Issue bonds eligible for inclusion in Tier 2 capital.</li><li>- Develop a roadmap to reduce shareholding ratios of shareholders in accordance with Point b, Clause 1, Article 159 of the Law on Credit Institutions. The capital increasing plan shall be formulated and submitted to the competent authorities for approval.</li></ul>	Within a period of 12 to 36 months

**b) Liquidity improvement measures; Enhance liquidity capacity; increase holdings of high-quality liquid assets; dispose of or transfer assets, and implement other solutions to ensure compliance with operational safety requirements.**

No	Proposed measures	Implementation roadmap and timeline
1	Measures to improve liquidity capacity: + Increase holdings and maintain a higher ratio of high-quality liquid assets, such as cash, short-term bonds, and easily recoverable loans. + Reduce non-performing and high-risk assets to mitigate financial risks. + Restrict or suspend new loan disbursements. + Prepare a contingency funding plan, including strengthening the mobilization of long-term funding at reasonable costs, improving cash flow management, and ensuring compliance with minimum required reserve ratios in accordance with regulations...	To be implemented immediately and carried out continuously until liquidity stabilizes, expected within a period of 3 to 6 months.
2	Sell or transfer assets and implement other solutions to generate liquidity, ensuring compliance with operational safety requirements.	

**c) Enhance operational efficiency and profitability.**

No	Proposed measures	Implementation roadmap and timeline
1	Restructure the operations network to optimize efficiency; fostering the development of digital service distribution channels.	To be implemented continuously until operations return to normal and remain stable, expected within a period of 3 to 12 months.
2	Grow mobilized capital in alignment with capital utilization needs; promote funding mobilization via digital platforms and increase the proportion of low-cost current account savings account (CASA) balance to optimize funding costs.	
3	Control and optimize operating expenses, ensure cost management to be aligned with revenue growth.	
4	Increase the proportion of non-credit service income.	
5	Implement synchronized measures to recover non-performing loans (NPLs), including written-off debts and debts sold to the Vietnam Asset Management Company (VAMC) in order to enhance income.	

**d) Strengthen governance and management capacity**

No	Proposed measures	Implementation roadmap and timeline
1	Reassess the effectiveness of the organizational structure and governance framework; streamline the organization and optimize staffing to further reduce operating costs and enhance efficiency; develop solutions to optimize operating expenses and improve net interest margin (NIM).	To be implemented regularly and continuously
2	Strengthen the application of technology in management and operations to enhance competitiveness.	To be implemented regularly and continuously
3	Enhance the risk management framework through the adoption of international standards in line with Basel III requirements.	Expected within a period of approximately 48 months.
4	Improve the quality of management personnel; ensure strict compliance with professional ethics and internal regulations.	To be implemented regularly and continuously

**e) Resolve existing financial weaknesses, non-performing loans, and collateral-related issues; implement corrective actions to remedy legal and regulatory violations.**

No	Proposed measures	Implementation roadmap and timeline
1	Implement comprehensive and decisive measures to resolve non-performing loans (NPLs) in order to enhance the Bank's income.	To be implemented continuously until operations return to normal and remain stable
2	Urge relevant units subject to inspection findings and recommendations to promptly implement corrective actions and remediation measures.	
3	Enhance the effectiveness of the internal audit and inspection functions, and strengthen compliance monitoring in business operations and risk management.	

**f) Communication and Information Technology measures to address liquidity challenges**

No	Proposed measures	Implementation roadmap and timeline
1	<p>- Implement communication measures to address liquidity challenges:</p> <p>+ Conduct internal communications to ensure that employees clearly understand the Bank's operational situation, refrain from spreading misinformation, and promptly provide accurate clarifications. Organize rapid training sessions to equip staff with the ability to handle and respond to related issues and remedial measures.</p> <p>+ Carry out brand communication activities to clarify and correct circulated information/issues, while supplementing positive and official information flows to maintain and enhance the confidence of customers and investors. Disclose information on SAIGONBANK's official website and other formal communication channels.</p> <p>+ Closely monitor information that may adversely affect the Bank's reputation and take appropriate measures accordingly.</p>	<p>Implement immediately and carry out consistently until the situation stabilizes.</p>
2	<p>- Implement information technology measures to address liquidity challenges:</p> <p>+ Ensure uninterrupted operation of IT systems, maintain the continuity of online transactions.</p> <p>+ Strengthen system monitoring and deploy early warning mechanisms to detect and respond to cyberattacks that may reduce or disrupt service availability to customers.</p> <p>+ Prepare contingency plans in terms of personnel and backup IT systems to effectively handle potential surges in transaction volumes.</p>	<p>Implement immediately and carry out consistently until the situation stabilizes.</p>
3	<p>- Implement liquidity balancing measures:</p> <p>+ Monitor liquidity status to track cash flows and forecast daily cash positions.</p> <p>+ Utilize funding from the SBV through liquidity support facilities.</p> <p>+ Mobilize funds from the interbank market (Market 2) and non-financial institutions.</p> <p>+ Restrict new disbursements.</p> <p>+ Execute the sale or pledge of other assets to enable liquidity.</p>	<p>Implement immediately and carry out consistently until the situation stabilizes, with an expected timeframe of 3–12 months.</p>

**g) Other supporting measures**

- Measures to enhance asset quality.
- Measures to ensure cash vault safety.
- Customer service measures.
- Other measures in accordance with the directives/guidance of the SBV.

Depending on specific circumstances, SAIGONBANK will develop a detailed roadmap and timeline for each remedial measure under early intervention, ensuring operational safety and compliance with SBV directives.

h) In the event of early intervention, SAIGONBANK will proactively implement one or a number of the following inspection, supervision, and assessment measures for remedial actions:

- The BOD shall develop scenarios, plans, and response strategies to address the issues leading to early intervention, aiming to minimize losses and protect the legitimate interests of customers and shareholders.

- The Board of Directors and its belonging committees shall strengthen supervision and provide timely recommendations to support BOD's decision-making on financial and operational risk matters. Enhance the role of these committees in analyzing situations, evaluating conditions, proposing necessary measures, and supporting the BOD in making corrective decisions.

- The Board of Management and committees under the General Director shall promptly implement measures to improve financial conditions and risk management, while coordinating with relevant units to execute the remediation plan. These committees shall strengthen oversight of implementation to ensure timely and compliant decision-making.

- Enhance the role and function of internal audit in monitoring and evaluating the implementation of remedial measures.

- SAIGONBANK shall strengthen coordination with regulatory authorities to ensure compliance with regulations and adopt appropriate measures to maintain safe, stable, and continuous banking operations.

### **III. IMPLEMENTATION ARRANGEMENTS**

1. In the event that one or more causes arise leading to the case that SAIGONBANK is subject to early intervention by the State Bank of Vietnam (SBV), SAIGONBANK shall, based on the SBV's written notice as stipulated in Clause 2, Article 156 of the Law on Credit Institutions, identify the causes of such early intervention, update the remediation plan, and submit it to the SBV within 10 days from the date of approval by the Board of Directors in accordance with Clause 1, Article 158 of the Law on Credit Institutions.

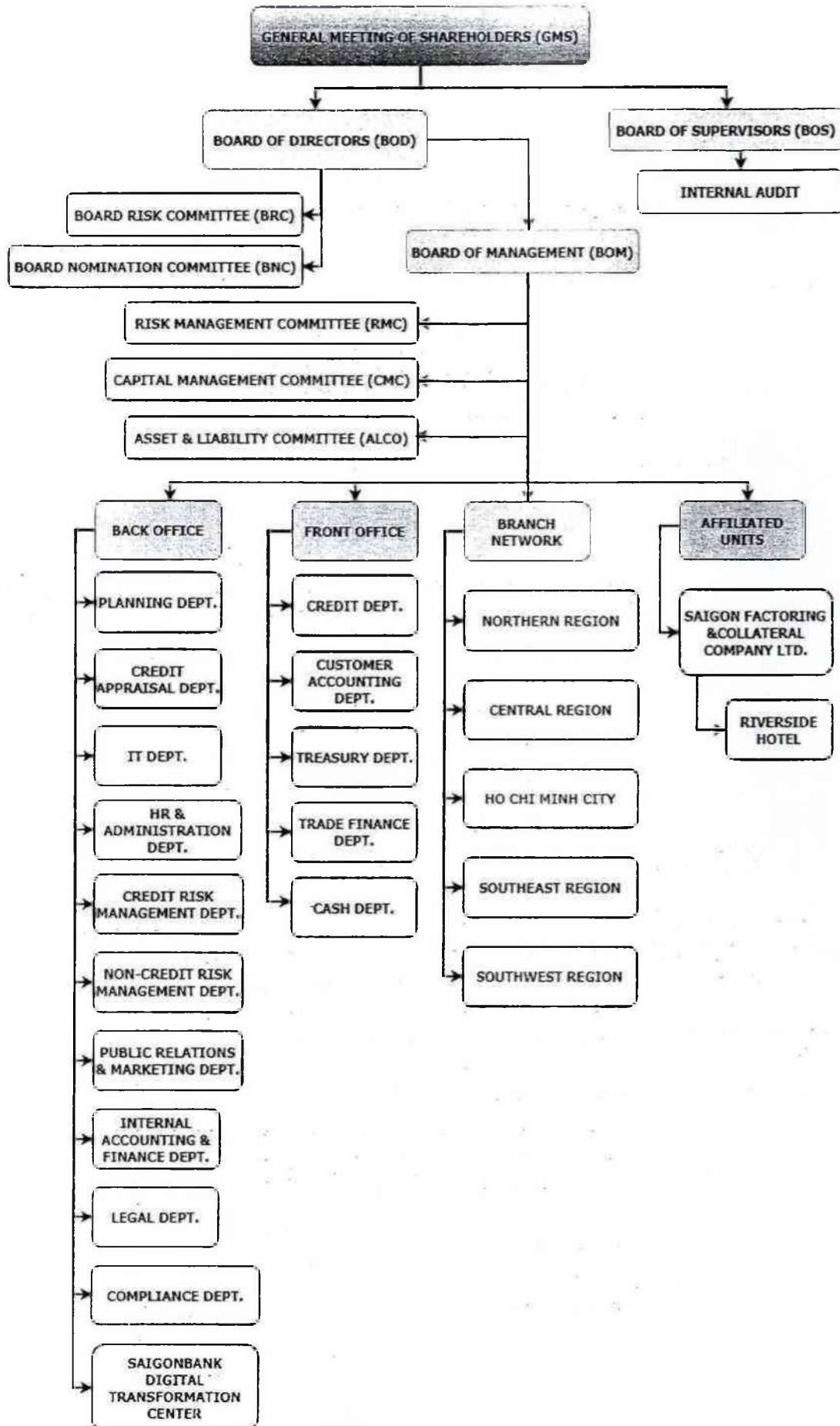
2. In case the SBV provides comments on the remediation plan, SAIGONBANK shall revise the plan and resubmit it to the SBV as required. Upon approval by the SBV, SAIGONBANK shall implement the remediation plan and report on the progress and results in accordance with SBV regulations.

3. The Board of Directors, the Board of Management, and all affiliated units of SAIGONBANK shall be responsible for organizing and implementing the remediation plan in line with their assigned functions and responsibilities.



**APPENDIX 1: ORGANIZATION CHART**

(Attached to the Tentative Remediation Plan in case of early intervention issued together with Decision No. ..../QD-SGB-HDQT dated ... / ... / 2026 of the BOD of SAIGONBANK)



## APPENDIX 2: FINANCIAL INDICATORS OF SAIGONBANK

(Attached to the Tentative Remediation Plan in case of early intervention issued together with Decision No. ..../QD-SGB-HDQT dated ... / ... / 2026 of the BOD of SAIGONBANK)

VND Billion

No	Indicators	YEAR 2023		YEAR 2024		YEAR 2025	
		Actual	% Change from previous year	Actual	% Change from previous year	Actual	% Change from previous year
<b>I</b>	<b>Operating Indicators</b>						
1	Total Assets	31.501	13,73%	33.260	5,59%	35.377	6,36%
2	Mobilized Funds	26.608	14,09%	28.641	7,64%	30.509	6,52%
3	Lending Outstanding Balance	20.377	4,16%	22.495	10,39%	22.323	-0,76%
4	Profit Before Tax	332		99		151	
<b>II</b>	<b>Financial Indicators</b>						
1	Capital and Funds	4.069	4,36%	4.090	0,51%	4.194	2,55%
1.1	Capital	3.081	0,00%	3.389	10,00%	3.389	0,00%
1.2	Funds	371	8,33%	411	10,80%	426	3,86%
1.3	Foreign exchange differences	0		0		0	
1.4	Difference upon revaluation of assets	0		0		0	
1.5	Retained earnings / Undistributed profit	618	29,74%	290	-52,98%	379	30,46%
2	Total liabilities	27.432	15,26%	29.171	6,34%	31.183	6,90%
2.1	Due to the Government and the State Bank of Vietnam	0		0		0	

No	Indicators	YEAR 2023		YEAR 2024		YEAR 2025	
		Actual	% Change from previous year	Actual	% Change from previous year	Actual	% Change from previous year
2.2	Balances with and Loans to other Credit Institutions	3.051	8,10%	4.228	38,58%	4.182	-1,09%
2.3	Deposits from customers	23.557	14,91%	24.413	3,64%	26.327	7,84%
2.4	Derivatives and other Financial Liabilities	0		0		0	
2.5	Funds for finance, entrusted investments and entrusted loans	0		0		0	
2.6	Valuable papers issued	0		0		0	
2.7	Other Liabilities	824	72,59%	529	-35,73%	674	27,37%
<b>III</b>	Return on Assets (ROA) (%)	<b>0,90%</b>		<b>0,24%</b>		<b>0,35%</b>	
<b>IV</b>	Return on Equity (ROE) (%)	<b>6,70%</b>		<b>1,94%</b>		<b>2,93%</b>	

*(Figures are based on SAIGONBANK's audited consolidated financial statements for the year 2023, 2024, and 2025)*



### APPENDIX 3: PRUDENTIAL RATIOS IN SAIGONBANK'S OPERATIONS

(Attached is the Contingency Remedial Plan for potential early intervention, promulgated under Decision No. ..../QĐ-SGB-HDQT dated .../.../2026 of the Board of Directors of Saigonbank)

No.	Prudential Ratios in Operations	SAIGONBANK			Regulations issued by the State Bank of Vietnam (SBV)
		YEAR 2023	YEAR 2024	YEAR 2025	
1	Capital adequacy ratio				≥8%
	Standalone Capital Adequacy Ratio	15,77%	13,53%	14,20%	
	Consolidated Capital Adequacy Ratio	17,74%	14,84%	15,55%	
2	Solvency Coverage Ratio				
	Solvency Coverage Ratio (VND)	78,45%	54,92%	115,74%	≥ 50%
	Solvency Coverage Ratio (USD)	75,26%	62,04%	92,83%	≥ 10%
3	Ratio of Short-term capital used for Medium & Long-term Loans	15,49%	18,26%	21,08%	≤ 30%
4	Ratio of Government Bond Purchases and Investments to the Average Total Liabilities of the preceding month	4,02%	4,47%	6,25%	≤ 30%
5	Limit on Equity Contribution by Share Purchase	19,35%	17,57%	17,50%	≤ 40%
6	Loan-to-Deposit Ratio	72,20%	72,84%	69,54%	≤ 85%
7	Non-performing loan ratio (Debt group 3-5)	1,99%	2,20%	2,27%	



No.: 245/TTr-SGB-HDQT

Ho Chi Minh City, April 02, 2026

On authorizing the BOD to resolve issues  
between the 2026 – 2027 AGM.

## **PROPOSAL**

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

With the intention of proactively and promptly resolving issues between the 2026 – 2027 Annual General Meetings of Shareholders (AGM), the Board of Directors (BOD) respectfully submits this proposal for the approval of the General Meeting of Shareholders (GMS). It seeks authorization for the BOD to resolve certain matters within the authority of the GMS of Saigon Bank for Industry and Trade (SAIGONBANK) between the 2026 – 2027 AGM, as follows:

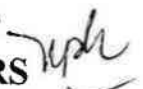
1. Deciding on the organizational structure, management of SAIGONBANK; statute on staff regulations, payroll, salary, remuneration fund for members of the Board of Directors and the Board of Supervisors.
2. Amending and supplementing the Charter of SAIGONBANK aligning with prevailing regulations.
3. Amending and supplementing the organizational and operational statute of the BOD and the internal governance regulations of SAIGONBANK aligning with legal requirements.
4. Adjusting the 2026 operation targets in line with the actual conditions of the economy for SAIGONBANK's operations and regulations of the State Bank of Vietnam (SBV).
5. Deciding on the profit distribution plan.
6. Approving SAIGONBANK's Restructure Plan in accordance with SBV's regulations (if applicable).

The BOD shall report on these issues at the nearest GMS.

Regards./



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



**Recipients:**

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



**VU QUANG LAM**