

INFORMATION DISCLOSURE

- To:**
- State Securities Commission of Vietnam
 - Vietnam Exchange
 - Hochiminh Stock Exchange
 - Hanoi Stock Exchange

Name of organization: Sai Gon Thuong Tin Commercial Joint Stock Bank
Stock code: STB
Head office address: 266 - 268 Nam Ky Khoi Nghia, Vo Thi Sau Ward, District 3, HCMC
Telephone: (028) 38 469 516

Content of information disclosure:

1. Resolution of the Annual General Meeting of Shareholders for the fiscal year 2024 of Sacombank held on April 25, 2025 (*attached document*).
2. Minutes of the Annual General Meeting of Shareholders for the fiscal year 2024 of Sacombank held on April 25, 2025 (*attached document*).

This information was disclosed on Sacombank's official website on April 26, 2025, at the following link: <https://www.sacombank.com.vn/en/home/investor.html>.

We hereby declare that the information disclosed above is accurate and complete, and we take full legal responsibility for its content.

Sincerely.

Attached documents:

- Resolution No. 01
dated April 25, 2025
- Minutes of the 2024 AGM

Recipients:

- As above

**ON BEHALF OF THE CEO
DEPUTY CEO**

(signed and sealed)

Ha Van Trung

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2024

- Pursuant to the Law on Enterprises; Law on Credit Institutions and Law on Securities;
- Pursuant to the Charter of Saigon Thuong Tin Commercial Joint Stock Bank (Sacombank);
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for fiscal year 2024 of Sacombank, held on April 25th, 2025, at the White Palace Convention Centre, 194 Hoang Van Thu, Ward 9, Phu Nhuan District, Ho Chi Minh City, which was approved by the General Meeting of Shareholders,

RESOLVED

Article 1. Approved the entire content of Report No. 03/2025/BC-HĐQT dated April 25th, 2025, of the Board of Directors (BOD) on the Performance of 2024 and the 2025 orientation, targets for 2025 (attached). The Annual General Meeting of Shareholders (AGM) acknowledged the business performance of Sacombank for the FY2024 with the following key financial indicators:

1. Total assets as of 31/12/2024:	VND748,095 billion
2. Total mobilised funds as of 31/12/2024:	VND674,794 billion
3. Total credit exposures as of 31/12/2024:	VND539,315 billion
4. Non-performing loans ratio as of 31/12/2024:	2.08%
5. Profit before tax for the FY2024:	VND12,720 billion
6. Prudential ratios:	Complied with regulations

Article 2. Approved the entire content of Report No. 04/2025/BC-BĐH dated April 25th, 2025, of the Board of Management (BOM) regarding Performance in 2024 and Business Plan for 2025 (attached). The AGM agreed to assign the BOD to direct the BOM to implement the 2025 business plan, with the following key financial indicators:

1. Total assets as of 31/12/2025:	VND819,800 billion
2. Total mobilised funds as of 31/12/2025:	VND736,300 billion
3. Total credit exposures as of 31/12/2025:	VND614,400 billion
4. Non-performing loans ratio as of 31/12/2025:	Below 2%
5. Profit before tax for the FY2025:	VND14,650 billion
6. Prudential ratios:	Comply with regulations

Assigning the BOD to adjust the mobilisation and lending growth targets in accordance with the limit set by the State Bank of Vietnam (SBV).

Article 3. Approved the entire content of Report No. 05/2025/BC-BKS dated April 25th, 2025, of the Board of Supervisors (BOS) on Performing responsibilities FY2024 and strategic direction for 2025 (attached).

Article 4. Approved the entire content of Proposal No. 06/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Approval of the audited separate and consolidated financial statements for the FY2024 (attached), with following documents:

- Independent Auditor's Report.
- Statement of financial position as of December 31st, 2024.
- Statement of income for the year ended December 31st, 2024.
- Statement of cash flows for the year ended December 31st, 2024.
- Notes to the financial statements.

Article 5. Approved the entire content of Proposal No. 07/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Implementation of profit distribution plan for the FY2024, and Profit distribution plan for the FY2025, with the following key indicators:

1. The implementation of profit distribution plan for the FY2024:

ĐVT: in million VND

No	Item	Notes	
1	Profit after tax (consolidated)		10.087.495
2	Profit after tax (separate)		10.016.099
3	Profit to be distributed		10.016.099
4	Appropriation to the Supplementary charter capital reserve fund, Financial reserve fund		1.943.993
4a	Of which: - Supplementary charter capital reserve fund	(2) x 10%	1.001.610
4b	- Financial reserve fund	[(2)- (4a)] x 10%	901.449
5	Appropriation to the Bonus fund	[(3) - (4)] x 7%	565.047
6	Appropriation to the Welfare fund	[(3) - (4)] x 7%	565.047
7	Consolidated profit after tax and appropriation to the funds	(7) = (1) - (4) - (5) - (6)	7.013.408
8	Consolidated retained profit from the previous year		18.338.620
9	Cumulative consolidated retained profit	(9) = (7) + (8)	25.352.028

2. Profit distribution plan for FY2025:

No	Item	Rate
1	Corporate income tax	Abide by regulations
2	Supplementary charter capital reserve fund	
3	Financial reserve fund	
4	Bonus fund	7% of the remaining profit after tax, after appropriation to the Supplementary charter capital reserve fund and the Financial provision fund.
5	Welfare fund	7% of the remaining profit after tax, after appropriation to the Supplementary charter capital reserve fund and the Financial provision fund.

Article 6. Approved the entire content of the Proposal No. 08/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Remuneration of the BOD and the BOS for the FY2025 (attached), specifically:

The AGM agreed on the remuneration for the BOD and the BOS in 2025 to be 0.7% of the consolidated pre-tax profit for the FY2025. The operational expenses of the BOD and the BOS in 2025 will be implemented in accordance with Sacombank's prevailing regulations.

Article 7. Approved the entire content of the Proposal No. 09/2025/TT-BKS dated April 25th, 2025, of the BOS on the Selection of an independent auditing firm for the FY2026 (attached), specifically:

1. Approved the list of independent auditing firm selected to perform independent audits for the FY2026 and provide related auditing services to Sacombank, including:
 - KPMG Vietnam Company Limited
 - Price Waterhouse Coopers Vietnam Company Limited
 - Deloitte Vietnam Company Limited
 - Ernst & Young Vietnam Company Limited
2. Authorised the Board of Directors to select 01 (one) of the auditing firms from the above list to audit the financial statements, provide assurance services on the internal control system in the preparation of Sacombank's financial statements for the FY2026, and other related services (if any) to ensure compliance with the requirements of the State Bank of Vietnam and the regulation.

Article 8. Approved the entire content of the Proposal No. 10/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Amendment and Supplementation on Regulation on the organisation and operation of the Board of Directors (attached), specifically:

1. Approving the amendment and supplementation to the Regulation on the organisation and operation of the Board of Directors and authorising the Chairman of the Board to sign and issue the Decision on the amendment and supplementation to the Regulations on the organisation and operation of the Board of Directors with the following details:

❖ Current provision

“Article 14. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. “The Board of Directors is responsible for approving and signing contracts and transactions between Sacombank and the Board of Directors members, the Board of Supervisors members, CEO, the Bank’s major shareholders; subsidiaries and affiliated companies of Sacombank in accordance with the Charter, this Regulation, and other relevant legal provisions.
2. The approval and signing of contracts and transactions mentioned in Clause 1 of this Article must ensure compliance with legal regulations, transparency, and public disclosure, avoidance of conflicts of interest, and prioritising the best interests of Sacombank.”

❖ Revised provision

“Article 14. Duties and powers in approving and signing contracts and transactions

1. The Board of Directors is responsible for approving contracts and transactions between Sacombank and the Board of Directors members, the Board of Supervisors members, CEO, the Bank’s major shareholders; related persons of the Management, the Board of Supervisors members, and the Bank’s major shareholders; subsidiaries and affiliated companies of Sacombank in accordance with the Charter, this Regulation, and other relevant legal provisions.
 2. The signing of contracts and transactions shall be carried out in accordance with the provisions of the Charter and legal regulations.
 3. The approval and signing contracts and transactions mentioned in Clause 1 and Clause 2 of this Article must ensure compliance with legal regulations, transparency, and public disclosure, avoidance of conflicts of interest, and prioritising the best interests of Sacombank.”
2. In cases where adjustments are required in accordance with legal regulations or recommendations/requests from the competent State authorities during inspections or audits, Sacombank’s Board of Directors shall be responsible for deciding on the

amendments and supplements to the Regulation. The Chairman of the Board of Directors will sign and issue the decision and ensure its implementation in accordance with the relevant regulations.

Article 9. Approved the entire content of the Proposal No. 11/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Approval on Remedial Plan in case of the SBV's early intervention at Sacombank, specifically:

1. Approved on the Remedial Plan in case of early intervention as attached in the appendix.
2. Authorising the Board of Directors to amend and complete the Remedial Plan (if any) according to Sacombank's situation or the requirements of the State authorities as appropriate from time to time.

Article 10. Approved the entire content of Proposal No. 12/2025/TT-HĐQT dated April 25, 2025, of the BOD regarding the Approval of the policy to contribute capital/acquire shares of a Securities Company, with the following details:

1. Approved the policy of contributing/acquiring shares of the Securities Company to make it a Sacombank's subsidiary:
 - Ownership ratio: >50% (of charter capital/ total shares of the Securities Company).
 - Total investment: up to VND1,500 billion.
2. Assigned the BOD to evaluate, decide on specific matters, and implement according to legal regulations.

Article 11. Approved the entire content of Proposal No. 13/2025/TT- HĐQT dated April 25, 2025, of the BOD regarding the Approval on the Policy to increase charter capital, with the following details:

1. Plan to increase charter capital
Sacombank plans to increase charter capital through:
 - Dividend distribution by issuing shares to existing shareholders.
 - Issuing bonus shares to selective Sacombank's employees.
 - Source of funds: From the remaining accumulated consolidated retained earnings after the profit distribution for the FY2024.
2. Share issuance ratio and implementation plan:
Upon approval by the State Bank of Vietnam, the BOD shall develop a detailed plan, including the share issuance ratio for dividend distribution and the bonus share issuance ratio for employees. The detailed plan shall be submitted for shareholders

approval in writing before proceeding with the procedures and documentation required to seek permission from the competent State authorities in accordance with legal regulations.

Article 12. Effectiveness and responsiveness of the Resolution implementation

1. This Resolution shall take effect upon the conclusion of Sacombank AGM for FY2024.
2. The AGM hereby assigns the BOD, BOS and BOM the responsibility to thoroughly and effectively implement the provisions outlined in this Resolution. The BOD is further tasked with reporting to the AGM on the status and outcomes of the implementation of this Resolution in the subsequent AGM.

**ON BEHALF OF THE AGM
CHAIRMAN OF THE BOARD OF DIRECTORS**

(signed and sealed)

DUONG CONG MINH

Recipients:

- | | |
|-------------------------------------------|-------------------------------------------------------------|
| - AGM for FY2024 | "for reporting" |
| - The members of BOD, BOS and BOM | "for implementation" |
| - Communication & Brand Management Centre | "for information disclosure in accordance with regulations" |

Cc:

SBV, SSC, HOSE, VSD "for reporting"

Archived at the BOD's Office.

MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2024

- Organisation: **Saigon Thuong Tin Commercial Joint Stock Bank (Sacombank).**
- Head Office Address: **266 - 268 Nam Ky Khoi Nghia, Vo Thi Sau Ward, District 3, Ho Chi Minh City.**
- Business Registration Certificate No. 0301103908, initially registered on January 13rd, 1992, amended for the 41st time on December 26th, 2022, issued by Ho Chi Minh City Department of Planning and Investment.
- The Meeting start time: 08:31 AM on April 25th, 2025.
- Meeting Format: **On-site Meeting – Electronic Voting** (according to Resolution No. 29/2025/NQ-HĐQT dated February 17th, 2025, regarding the organisation of the Annual General Meeting of Shareholders for the fiscal year 2024).
- Venue: **White Palace Convention Centre, 194 Hoang Van Thu, Ward 9, Phu Nhuan District, Ho Chi Minh City.**

A. CEREMONY AND PROCEDURES OF THE MEETING

I. Statement of Reasons:

The Organising Committee of the Annual General Meeting of Shareholders (hereinafter referred to as the AGM) declared the reasons for holding the Meeting: According to the law and Sacombank's charter, the Board of Directors (BOD) convened the AGM to report to the shareholders on Sacombank's operational performance in the FY2024, business plan for the FY2025, as well as to present some orientations related to Sacombank's activities in the upcoming time.

II. Participants:

According to the list of shareholders eligible to attend the AGM provided by the Vietnam Securities Depository and Clearing Corporation (VSD) – Ho Chi Minh Branch, Sacombank's AGM for the FY2024 was held in the form of On-site Meeting – Electronic Voting with number of shareholders was **72,199**, owning and representing **1,885,215,716 (One billion, eight hundred eighty five million, two hundred fifteen thousand, seven hundred sixteen) voting shares**, corresponding to the total charter capital of Sacombank of **VND18,852,157,160,000 (eighteen trillion, eight hundred fifty two billion, one hundred fifty seven million, one hundred sixty thousand Vietnam dong)**. The participants in the Meeting were as follows:

➤ Representative of the Vietnam Asset Management Company (VAMC):

- **Mr Doan Van Thang** Position: Head of the Members' Council cum General Director

➤ **Representative of the State Bank of Vietnam (SBV) – Region 2 Branch:**

- Ms. Tran Thi Ngoc Lien Position: Deputy Director of the SBV – Region 2 Branch

➤ **Representative of the State Securities Commission:**

- Mr. Le Nhi Nang Position: Director General, Representative of the Southern Operations Office

➤ **Representative of the Vietnam Securities Depository and Clearing Corporation (VSDC):**

- Mr. Duong Van Quan Position: Director of the Ho Chi Minh Branch (VSDC)

➤ **Representatives of Sacombank:**

- Mr. DUONG CONG MINH Chairman of the Board of Directors.
- Ms. NGUYEN DUC THACH DIEM Standing Vice Chairwoman cum Chief Executive Officer.
- Mr. TRAN MINH TRIET Chief Supervisor.

Together with Sacombank's shareholders, Officials and Specialists from State regulatory authorities, Head of independent auditing firm, Reporters and Editors from national media and press agencies, and Sacombank's leadership.

III. Report on shareholder attendance at the Meeting:

Mr. Tran Minh Triet – Chief Supervisor, reported the verification results of shareholder attendance at the Meeting with the following details:

- As of **08:33 AM** on **April 25th, 2025**, there were **1,031** shareholders and authorised representatives, owning and representing **1,251,276,003** voting shares registered to attend the Meeting, accounting for **66.3731%** of Sacombank's total voting shares.
- Shareholders and authorised representatives registered to attend the Meeting complied with Sacombank's Charter.
- According to point a, Clause 2, Article 32 of Sacombank's Charter, the AGM for the FY2024 met the requirements to proceed.

IV. Members of the Presidium and Secretariat:

✦ **Members of the Presidium:**

- Mr. Duong Cong Minh Chairman of the BOD – Chairperson of the Presidium
- Ms. Nguyen Duc Thach Diem Standing Vice Chairwoman cum CEO – Member
- Mr. Tran Minh Triet Chief Supervisor – Member

✦ **Members of the Secretariat:**

- Mr. Le Duc Thinh Deputy CEO – Head of the Secretariat
- Mr. Luu Quang Huynh Deputy Director in charge of Financial Management Centre - Member
- Mr. Nguyen Van Trinh Director of Legal Centre - Member

V. Opening Speech:

Mr. Duong Cong Minh Chairman of the Board of Directors of Sacombank delivered the opening speech.

VI. Approval of the “Agenda of AGM”; “Regulations of Procedures and Voting Rules of AGM” and “Proposal for the composition of the Voting Committee for AGM”

Authorised by the Presidium, Mr. **Ha Van Trung** – Deputy CEO presented the following contents:

- Agenda of Annual General Meeting of Shareholders for the Fiscal Year 2024.
- Regulations of Procedures and Voting Rules of Annual General Meeting of Shareholders for the Fiscal Year 2024.
- Proposal for the composition of the Voting Committee for the Annual General Meeting of Shareholders for the Fiscal Year 2024.

After presenting the above contents, Mr. **Ha Van Trung** guided the voting process through the e-voting system and conducted the voting of shareholders. The AGM voted and approved three contents mentioned above with the voting results in proportion to total voting shares attending the Meeting, specifically as follows:

1. Approval on the Agenda of AGM:

- Approved:	1.280.356.699	votes,	accounting for	98,1412%
- Disapproved:	10	votes,	accounting for	0%
- No opinion:	8.058.318	votes,	accounting for	0,6177%
- Did not participate in voting:	16.191.492	votes,	accounting for	1,2411%

2. Approval on Regulations of Procedures and Voting Rules of AGM:

- Approved:	1.280.031.728	votes,	accounting for	98,1163%
- Disapproved:	0	votes,	accounting for	0%
- No opinion:	8.383.299	votes,	accounting for	0,6426%
- Did not participate in voting:	16.191.492	votes,	accounting for	1,2411%

3. Approval on the composition of the Voting Committee for AGM:

- Approved:	1.279.979.629	votes,	accounting for	98,1123%
- Disapproved:	0	votes,	accounting for	0%
- No opinion:	8.435.398	votes,	accounting for	0,6466%
- Did not participate in voting:	16.191.492	votes,	accounting for	1,2411%

The AGM approved the composition of the Voting Committee as follows:

1. Ms. QUACH THANH NGOC THUY	Deputy CEO	Head of the Voting Committee
2. Ms. NGUYEN THI THAI HAN	Head of Internal Audit	Member
3. Mr. DO DUC HUNG	Deputy Director in charge of Risk Management Centre	Member
4. Mr. GIA QUOC BAO	Director of Application Operation Centre	Member
5. Mr. DUONG THANH TUAN	Acting Chief of the BOD's Office	Member

B. MEETING AGENDA:

I. The Reports and the Proposals (detailed contents were attached to the AGM documents).

1. Ms. NGUYEN DUC THACH DIEM – Standing Vice Chairwoman cum CEO presented:

- The report of the Board of Directors on the performance of 2024 and the orientation, objectives for 2025.
- The report of the Board of Management on the performance of 2024 and Business plan for 2025.
- The proposal for Approval of the Audited Separate and Consolidated Financial Statements for the fiscal year 2024.
- The proposal for the the Implementation of profit distribution plan for the fiscal year 2024 and Profit distribution plan for the fiscal year 2025.
- The proposal for the Remuneration of the Board of Directors and the Board of Supervisors for the fiscal year 2025.
- The proposal for the Approval on the Policy to Increase Charter Capital.
- The proposal for the Approval on the Policy to contribute capital/acquire shares of a Securities Firm.

2. Mr. TRAN MINH TRIET – Chief Supervisor presented:

- The report of the Board of Supervisors on performing responsibilities in FY2024 and strategic direction for 2025.
- The proposal for the Selection of an Independent Audit firm for the fiscal year 2026.
- The proposal regarding the Amendment and Supplementation on Regulation on the organisation and operation of the Board of Directors.
- The proposal regarding the Approval on Remedial Plan in case of the SBV's early intervention at Sacombank.

II. Discussion Session:

The Shareholders attending the Meeting highly appreciated the management and administration of the Board of Directors and acknowledged Sacombank's business performance in recent years. A total of **34** questions/comments focused on the following issues:

1. Regarding 1Q2025 business performance and orientation:

1Q2025 performance? What is the projected NIM and how to improve in the context of the Government encouraging banking sector to support the economy?

2. Regarding the debt recovery progress related to Phong Phu Industrial Park:

What is the debt recovery progress related to Phong Phu Industrial Park in 2025 and 2026?

3. Regarding the projected Pre-tax profit for 2025:

Does the pre-tax profit for 2025 include revenue from Phong Phu liquidation? What are the detailed recoveries and accounting for 2025 and 2026?

4. Regarding the plan for handling Mr. Tram Be's shares:

Has there been any progress in the implementation of the plan to handle Mr. Tram Be's shares by 2024? What is the detailed plan to handle the shares? What is the expected book value of STB shares by Dec 31st, 2025, after handling these shares?

5. Regarding Sacombank's business strategy for 2025:

What are the Bank's strategies to: (i) achieve 10% increase in mobilised funds and total assets? (ii) Is the bank prepared to assume higher risks to expand its loan portfolio, especially loan to large corporate customers, with loan amounts exceeding their revenue? (iii) What is customer segmentation that Bank's primarily focus on – individual or corporate customers? Is Sacombank planning to invest in media, entertainment, and sports sponsorships to attract customers and enhance branding?

6. Regarding the acquisition/investment in a securities firm:

Does Sacombank plan to invest in or acquire a securities firm named SBS? Which securities firm is being considered for the acquisition in a future? Why has Sacombank decided to reinvest after previously divesting?

7. Regarding bad debt and provisioning:

According to the 2024 financial statements, loans in Group 5 doubled compared to that of 2023. Is bad debt expected to increase in 2025, given continued economic difficulties? How much has been provisioned for the loan related to Phong Phu Industrial Park? How much bad debt remains under the Restructuring Plan? Has the provision been adequate?

8. Regarding dividend distribution and the BOD's remuneration:

What is the detailed plan for dividend distribution? Does the remuneration for the BOD include the proposed ESOP for this year?

9. Regarding human resources:

What are the plans for developing high-quality human resources, especially for the securities firm? What is the plan to restructure workforce?

10. Regarding lending activities:

Has Sacombank provided loans to Bamboo Capital? What is the current situation for Binh Tien Company? Update on the loans to real estate, industrial and import-export sector?

On behalf of the Presidium, the Bank's Leadership has responded to the above inquiries as follows:

1. Regarding 1Q2025 performance and business orientation:

Regarding 1Q2025 performance:

- Customer deposits increased by 3,3%, reaching 32.6% of the plan.
- Credit exposures increased by 4,6%, reaching 33.3% of the plan.

- NPL ratio was controlled at 2,22%, a slight increase of 0.14%. The rationale behinds were that customers were experiencing economic hardships and a sluggish recovery. Additionally, the real estate market had not yet rebounded, which affected the progress in managing debts.
- Pre-tax profit reached VND3,674 billion, increased by 38.4%, achieving 25.1% of the plan.
- Actively implementing key digital transformation projects and digitizing products and services, while focusing on risk control to ensure safe and effective operation.

Regarding NIM: Sacombank's NIM was at an average level compared to the banking industry and experienced a slight decrease in the past year following the market trend. In fact, 14 banks have had narrower NIM due to high competition and government policies to support the local economy. Compared to our peers such as ACB, TCB and MBB, which reported high profits. Sacombank indeed reported a pre-tax profit of VND12,720 billion for 2024, which was a 33% increase compared to the previous year. In addition, Sacombank's dedication to supporting customers and the economy is indeed impressive, especially given the challenges we faced with restrictions on increasing charter capital.

In 2025, Sacombank shall continue to balance between the cooperation with the government and the SBV policies while maintaining the business efficiency. Within first months of the year, Sacombank introduced preferential loan packages with a total value of over VND30,000 billion, with interest rates varied from 4% to 5% per year. Sacombank's shift in funding strategy to focus more on the secondary market and stable foreign sources of funds is a prudent decision, especially after credit ratings were upgraded. This approach can enhance the Bank's financial stability and provide more competitive funding options.

2. Regarding the bad debt recovery progress related to Phong Phu Industrial Park:

For the debt related to Phong Phu Industrial Park, Sacombank has recovered nearly VND1,600 billion and has worked with customers. In 2025, it is expected to recover 30% - 40% more. The remaining debt is expected to be fully recovered by 2026.

3. Regarding the projected pre-tax profit for 2025:

In 2025, Sacombank's profit is expected to increase by 15%, based on the Bank's core business operations. This profit plan is built in the context of macroeconomic risks, especially the US tariff policies and the likely continuation of low-interest rates, which will narrow the banking sector's margins to support the economy.

This profit plan does not include debt recovery from Phong Phu Industrial Park. If market conditions are favorable and the debt recovery from both the general outstanding debts and Phong Phu Industrial Park proceeds as expected, Sacombank's profit will experience significant growth.

4. Regarding the plan for handling Mr. Tram Be's shares:

The resolution of Mr. Tram Be's shares has encountered many difficulties and complications, and there is no precedent for handling this matter on the market. In previous years, Sacombank submitted a resolution plan to the SBV, but due to the above issues, it has not been approved. In 2024, Sacombank carefully studied the legal framework and updated the new resolution plan, which has been submitted to the SBV, including detailed, feasible, and appropriate solutions. The BOD has actively worked and persuaded the SBV to approve the plan soon. Sacombank's plan is to repurchase the debts sold to the VAMC and proceed with an auction of these debts through an independent and transparent auction organization to maximize debt recovery for the Bank. Once approved, Sacombank will immediately implement the plan and officially complete the Restructuring Plan.

5. Regarding Sacombank's operational strategy for 2025:

In 2025, it is expected that costs of funds will be difficult to reduce due to macroeconomic fluctuations in exchange rates, tariffs, etc. Sacombank identified this challenge early in the year and has prepared and implemented many plans to restructure funding sources towards increasing good-quality funds from Secondary Market by 15–20%. For the Primary Market, the Bank expects an increase of 9-10%, prioritising short-term funds and fragmented retail customer segments to optimise profits while ensuring safety ratios.

Regarding total asset growth, Sacombank continues to focus on safe and sustainable growth, emphasising the increase of earning assets and reducing legacy assets. Accordingly, total assets are expected to grow by 10%, mainly from providing funds to the economy and investing in government bonds.

Regarding sponsorship for entertainment and sports activities, while Sacombank's products and services are already attractive and well-recognised in the market, sponsorships will be considered selectively and based on effectiveness.

6. Regarding the acquisition/investment in a securities firm:

Sacombank will choose good securities companies with services that align with our investment strategy and activities. Currently, Sacombank confirms that we have no plans to acquire SBS. The Bank is still in the process of evaluating and selecting a suitable company. No final decision has been made yet.

7. Regarding bad debt and provisioning:

By the end of 2024, bad debt and legacy assets amounted to about VND18,000 billion, including on-balance-sheet NPLs, VAMC Bonds and receivables. Sacombank has fully provisioned for these debt and legacy assets.

Regarding provisioning for Phong Phu Industrial Park, Sacombank has set aside VND3,548 billion in provisions, ensuring 100% provisioning for outstanding debt.

8. Regarding dividend distribution and the BOD's remuneration:

As a restructuring bank, Sacombank needs approval from the SBV to distribute dividends. The only remaining issue for Sacombank to complete Restructuring Plan and potentially pays dividends to shareholders is the resolution of Mr. Tram Be's shares. The BOD has submitted a feasible resolution and is working closely with the SBV to convince them. The Bank is still awaiting SBV approval.

Regarding the BOD's remuneration: The BOD's remuneration does not include the proposed ESOP. The ESOP program is expected to use retained earnings to issue bonus shares to employees who have made significant contributions to the Bank's development.

9. Regarding human resources:

Recruiting high-quality human resources is a major challenge. Sacombank currently has three recruitment methods: (i) from industry-leading experts already collaborating with Sacombank, (ii) from technology companies operating in data management and AI fields, and (iii) broad recruitment from the market.

10. Regarding lending activities:

Sacombank currently has no exposure to Bamboo Capital. Regarding Binh Tien Company, the current loan balance is VND3,040 billion, with collateral valued at VND3,870 billion.

Loans to SMEs customers in the import-export sectors currently represents only 3.5–3.7% of total loan portfolio. Estimated income (from interest and fee) is about VND2,000 billion per year, accounting for about 7% of total income. If these businesses are significantly affected by tariff policies, the impact on Sacombank performance will be limited.

Additionally, the US's potential reduction in tariff rates for Vietnam could mean the impact on Vietnamese businesses will not be as severe as initially expected.

For those questions that were not promptly answered at the Meeting, the Secretariat will compile and submit them to the BODs for a written response to shareholders as the earliest convenience.

III. Voting on the Reports and Proposals

Under the guidance of Mr. **Ha Van Trung** – Deputy CEO, the AGM conducted voting on the contents of 03 Reports and 08 Proposals.

Voting results:

1. The AGM approved the Report No. 03/2025/BC – HĐQT dated April 25th, 2025, from the Board of Directors regarding the Business Performance of 2024 and the Orientation, Objectives for 2025, with the following voting results:

- Approved:	1.306.942.880	votes,	accounting for	97,6833%
- Disapproved:	598.007	votes,	accounting for	0,0447%

- No opinion: 8.497.451 votes, accounting for 0,6351%
- Abstained: 21.900.064 votes, accounting for 1,6369%

The AGM acknowledged Sacombank's business performance for the fiscal year 2024 with the following key indicators:

- Total assets as of 31/12/2024: VND748.095 billion.
- Total mobilised capital as of 31/12/2024: VND674,794 billion.
- Total credit exposures as of 31/12/2024: VND539,315 billion.
- NPL ratio as of 31/12/2024: 2%.
- Pre-tax profit for 2024: VND12,720 billion.
- Compliance with prudential limits and ratios: As per regulations.

2. The Annual General Meeting of Shareholders approved Report No. 04/2025/BC – BDH dated April 25th, 2025, from the Executive Board regarding the business performance of 2024 and the business plan for 2025, with the following voting results:

- Approved: 1.306.954.037 votes, accounting for 97,6842%
- Disapproved: 598.137 votes, accounting for 0,0447%
- No opinion: 8.486.164 votes, accounting for 0,6343%
- Abstained: 21.900.064 votes, accounting for 1,6368%

The AGM authorised the Board of Directors to direct the Board of Management to implement the 2025 business plan with the following key financial targets:

- Total assets as of 31/12/2025: VND819,800 billion.
- Total mobilised capital as of 31/12/2025: VND736,300 billion.
- Total credit exposures as of 31/12/2025: VND614,400 billion.
- NPL ratio as of 31/12/2025: Below 2%
- Pre-tax profit for 2025: VND14,650 billion.
- Compliance with prudential limits and ratios: As per regulations

Assigning the Board of Directors to adjust the mobilisation and lending growth targets in accordance with the credit growth cap allocated by the State Bank of Vietnam.

3. The AGM approved the Report No. 05/2025/BC – BKS dated April 25th, 2025, issued by the Board of Supervisors on performing responsibilities in the Fiscal Year 2024, strategic direction for 2025, with the following voting results:

- Approved: 1.306.946.091 votes, accounting for 97,6836%
- Disapproved: 604.332 votes, accounting for 0,0452%
- No opinion: 8.487.915 votes, accounting for 0,6344%
- Abstained: 21.900.064 votes, accounting for 1,6368%

4. The AGM approved the Proposal No. 06/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the approval of the audited separate and consolidated financial statements for the fiscal year 2024, with the following voting results:

- Approved: 1.306.830.854 votes, accounting for 97,6750%
- Disapproved: 746.886 votes, accounting for 0,0558%

- No opinion: 8.460.598 votes, accounting for 0,6324%
- Abstained: 21.900.064 votes, accounting for 1,6368%

The AGM unanimously approved the audited separate and consolidated financial statements for the fiscal year 2024, including the following documents:

- *Independent Auditor's Report.*
- *Financial statement as of December 31st, 2024.*
- *Profit and Loss Statement for the fiscal year 2024.*
- *Cash Flow statement.*
- *Notes to the financial statements.*

5. The AGM approved the Proposal No. 07/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the implementation of profit distribution plan for the fiscal year 2024 and the profit distribution plan for the fiscal year 2025, with the following voting results:

- Approved: 1.307.310.829 votes, accounting for 97,7108%
- Disapproved: 585.144 votes, accounting for 0,0437%
- No opinion: 8.142.365 votes, accounting for 0,6086%
- Abstained: 21.900.064 votes, accounting for 1,6369%

a) The AGM unanimously approved the implementation profit distribution plan for the fiscal year 2024, specifically as follows:

Unit: VND million

No.	Item	Notes	
1	Profit after tax (consolidated)		10.087.495
2	Profit after tax (separate)		10.016.099
3	Profit to be distributed		10.016.099
4	Appropriation to the Supplementary charter capital reserve fund, Financial reserve fund		1.943.993
4a	Of which: - Supplementary charter capital reserve fund	(2) x 10%	1.001.610
4b	- Financial reserve fund	[(2) - (4a)] x 10%	901.449
5	Appropriation to the Bonus fund	[(3) - (4)] x 7%	565.047
6	Appropriation to the Welfare fund	[(3) - (4)] x 7%	565.047
7	Consolidated profit after tax and appropriation to the funds	(7) = (1) - (4) - (5) - (6)	7.013.408
8	Consolidated retained profit from the previous year		18.338.620
9	Cumulative consolidated retained profit	(9) = (7) + (8)	25.352.028

b) The AGM unanimously approved the profit distribution plan for the fiscal year 2025, with the following specific distribution ratios:

No	Item	Rate
1	Corporate income tax	Abide by regulations

2	Supplementary charter capital reserve fund	
3	Financial reserve fund	
4	Bonus fund	7% of the remaining profit after tax, after appropriation to the Supplementary charter capital reserve fund and the Financial provision fund.
5	Welfare fund	7% of the remaining profit after tax, after appropriation to the Supplementary charter capital reserve fund and the Financial provision fund.

6. The AGM approved the Proposal No. 08/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the remuneration for the Board of Directors and the Board of Supervisors for the fiscal year 2025, with the following voting results:

- Approved: 1.305.967.035 votes, accounting for 97,6104%
- Disapproved: 1.243.837 votes, accounting for 0,0930%
- No opinion: 8.827.466 votes, accounting for 0,6598%
- Abstained: 21.900.064 votes, accounting for 1,6368%

The AGM unanimously agreed that the remuneration for the Board of Directors and the Board of Supervisors in 2025 will be 0.7% of the consolidated pre-tax profit for the fiscal year 2025. The operating expenses of the Board of Directors and the Board of Supervisors in 2025 will be managed in line with Sacombank's prevailing regulations.

7. The AGM approved the Proposal No. 09/2025/TT-BKS dated April 25th, 2025, of the BOS on the Selection of an independent auditing firm for the FY2026, with following voting results:

- Approved: 1.299.586.106 votes, accounting for 97,1335%
- Disapproved: 744.307 votes, accounting for 0,0556%
- No opinion: 15.707.925 votes, accounting for 1,1740%
- Abstained: 21.900.064 votes, accounting for 1,6369%

The AGM agreed to:

a) Approve the list of independent auditing firm selected to perform independent audits for the FY2026 and provide related auditing services to Sacombank, including:

- KPMG Vietnam Company Limited
- Price Waterhouse Coopers Vietnam Company Limited
- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Company Limited

b) Authorise the Board of Directors to select 01 (one) of the auditing firms from the above list to audit the financial statements, provide assurance services on the internal control system in the preparation of Sacombank's financial statements for the FY2026, and other related services (if any) to ensure compliance with the requirements of the State Bank of Vietnam and the regulation

8. The AGM approved the Proposal No. 10/2025/TT-HĐQT dated April 25th, 2025, of the BOD regarding the Amendment and Supplementation on Regulation on the organisation and operation of the Board of Directors, with the following voting results:

- Approved:	1.306.950.998	votes,	accounting for	97,6839%
- Disapproved:	598.038	votes,	accounting for	0,0447%
- No opinion:	8.489.302	votes,	accounting for	0,6345%
- Abstained:	21.900.064	votes,	accounting for	1,6369%

The AGM agreed to:

- a) Approve the amendment and supplementation to the Regulation on the organisation and operation of the Board of Directors and authorising the Chairman of the Board to sign and issue the Decision on the amendment and supplementation to the Regulations on the organisation and operation of the Board of Directors with the following details:

❖ Current provision

“Article 14. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. “The Board of Directors is responsible for approving and signing contracts and transactions between Sacombank and the Board of Directors members, the Board of Supervisors members, CEO, the Bank’s major shareholders; subsidiaries and affiliated companies of Sacombank in accordance with the Charter, this Regulation, and other relevant legal provisions.
2. The approval and signing of contracts and transactions mentioned in Clause 1 of this Article must ensure compliance with legal regulations, transparency, and public disclosure, avoidance of conflicts of interest, and prioritising the best interests of Sacombank.”

❖ Revised provision

“Article 14. Duties and powers in approving and signing contracts and transactions

1. The Board of Directors is responsible for approving contracts and transactions between Sacombank and the Board of Directors members, the Board of Supervisors members, CEO, the Bank’s major shareholders; related persons of the Management, the Board of Supervisors members, and the Bank’s major shareholders; subsidiaries and affiliated companies of Sacombank in accordance with the Charter, this Regulation, and other relevant legal provisions.
2. The signing of contracts and transactions shall be carried out in accordance with the provisions of the Charter and legal regulations.
3. The approval and signing contracts and transactions mentioned in Clause 1 and Clause 2 of this Article must ensure compliance with legal regulations,

transparency, and public disclosure, avoidance of conflicts of interest, and prioritising the best interests of Sacombank.”

- b) In cases where adjustments are required in accordance with legal regulations or recommendations/requests from the competent State authorities during inspections or audits, Sacombank’s Board of Directors shall be responsible for deciding on the amendments and supplements to the Regulation. The Chairman of the Board of Directors will sign and issue the decision and ensure its implementation in accordance with the relevant regulations.

9. The AGM approved the Proposal No. 11/2025/TT-HĐQT dated April 25th, 2025, of the Board of Directors regarding the Approval on Remedial Plan in case of the SBV’s early intervention at Sacombank, with the following voting results:

- Approved:	1.307.357.497	votes,	accounting for	97,7143%
- Disapproved:	33.008	votes,	accounting for	0,0025%
- No opinion:	8.647.833	votes,	accounting for	0,6464%
- Abstained:	21.900.064	votes,	accounting for	1,6368%

The AGM agreed to:

- a) Approve the proposed Remedial Plan in case of early intervention (as per the attached appendix).
- b) Authorise the Board of Directors to amend and supplement the Remedial Plan (if any) according to Sacombank’s needs or the requirements of regulators from time to time.

10. The AGM approved the Proposal 12/2025/TT-HĐQT dated April 25th, 2025, of the Board of Directors regarding the Approval of the Policy to contribute capital/purchase shares of a Securities Firm, with the following voting results:

- Approved:	1.261.487.198	votes,	accounting for	94,2859%
- Disapproved:	29.451.723	votes,	accounting for	2,2013%
- No opinion:	25.099.417	votes,	accounting for	1,8760%
- Abstained:	21.900.064	votes,	accounting for	1,6368%

The AGM agreed to:

- a) Approve the policy of contributing/acquiring shares of the Securities Firm to make it a Sacombank’s subsidiary:
- Ownership ratio: >50% (of charter capital/ total shares of the Securities Firm).
 - Total investment: up to VND1,500 billion
- b) Assign the BOD to evaluate, decide on specific matters, and implement according to legal regulations.

11. The AGM approved the Proposal No. 13/2025/TT-HĐQT dated April 25th, 2025, of the Board of Directors regarding the Approval on the Policy to increase charter capital, with the following results:

- Approved:	1.296.247.957	votes,	accounting for	96,8840%
- Disapproved:	7.180.078	votes,	accounting for	0,5366%

- No opinion: 12.610.303 votes, accounting for 0,9425%
- Abstained: 21.900.064 votes, accounting for 1,6369%

The AGM agreed to:

a) Plan to increase charter capital:

Sacombank plans to increase charter capital through:

- Dividend distribution by issuing shares to existing shareholders.
- Issuing bonus shares to selective Sacombank's employees.
- Source of funds: From the remaining accumulated consolidated retained earnings after the profit distribution for the FY2024.

b) Share issuance ratio and implementation plan:

Upon approval by the State Bank of Vietnam, the BOD shall develop a detailed plan, including the share issuance ratio for dividend distribution and the bonus share issuance ratio for employees. The detailed plan shall be submitted for shareholders approval in writing before proceeding with the procedures and documentation required to seek permission from the competent State authorities in accordance with legal regulations.

IV. Approval of Meeting Minutes and Meeting Resolution:

1. **Mr. Le Duc Thinh** – Head of the Secretariat presented the Meeting minutes and the Resolution of the AGM and sought the shareholders' approval of the Minutes and Resolutions of the AGM.
2. The AGM approved unanimously the Meeting minutes and the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2024 of Sacombank with the approval rate of **91,3127%**.

The AGM ended at **11:05** on the same day.

ON BEHALF OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS.

THE PRESIDUM

NGUYEN DUC THACH DIEM

DUONG CONG MINH

TRAN MINH TRIET

(Signed)

(Signed)

(Signed)

SECRETARIAT

LUU QUANG HUYNH

LE DUC THINH

NGUYEN VAN TRINH

(Signed)

(Signed)

(Signed)