

REPORT OF THE BOARD OF DIRECTORS

On the performance of 2025 and the orientation, targets for 2026

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2025

Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, of the Annual General Meeting of Shareholders (AGM) for the fiscal year 2024, the Board of Directors (BOD) respectfully submits this report to the AGM regarding the results of the tasks and responsibilities assigned for the FY2025, as well as the strategic direction and objectives for the FY2026, as outlined below:

I. RESULTS OF TASK IMPLEMENTATION IN 2025:

1. Results of implementing the Resolution of the AGM:

a. Regarding business performance results:

In 2025, challenges due to uncertainties in the global economy requires SACOMBANK to adapt proactively. Under the Board of Directors' consistent orientations, the Board of Supervisors' oversight and the Board of Management's diligent execution, SACOMBANK successfully met most financial targets assigned by the AGM: safety indicators were maintained in strict compliance with regulations; Total assets, total deposits, and total credit outstanding achieved from 102 to 114% of the plan; Consolidated profit before tax (PBT) for 2025 reached 52% of the target assigned by the AGM. This result was primarily influenced by SACOMBANK's proactive and significant increase in credit risk provisioning expenses, reflecting the Bank's prudent and forward-looking risk management approach aimed at strengthening its resilience amid rising market risks and ensuring greater readiness in handling legacy assets. This strategic move underscores a focus on asset quality and sustainable development over the medium and long term, rather than prioritizing short-term profit objectives. (details as in the attached CEO's report).

b. Regarding profit distribution for the FY2024:

The distribution of profit for the 2024 financial year was carried out in accordance with Proposal No. 07/2025/TT-HĐQT dated 25 April 2025, as approved by the AGM.

c. Regarding the remuneration of the BOD and the BOS in 2025:

- For FY2025, the actual PBT reached VND 7,628 billion, equivalent to 52% of the plan assigned by the AGM.
- No. 01/2025/NQ-DHĐCĐ of the AGM, the remuneration for the BOD and BOS was set at 0.7% of the consolidated PBT, equivalent to VND 53 billion.

d. Regarding the selection of independent audit firm for the FY2026:

Under the authorization of the AGM in Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, based on the proposal of the Supervisory Board, the Board of Directors has selected **Ernst & Young Vietnam Co., Ltd** as the independent auditor to audit the financial statements and audit the operations of the internal control system for the fiscal year 2026 of SACOMBANK.

e. Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, the AGM approved the plan to increase SACOMBANK's charter capital and the plan for capital contribution/purchase of shares in a securities company. However, in 2025, due to SACOMBANK's operational status and actual economic fluctuations, the Bank has not yet implemented these two contents.

2. The governance activities of the BOD in 2025

- In 2025, the BOD held 06 periodic meetings and the Chairman conducted 201 written opinions collection with Board members to decide on governance matters.
- Discussions between the BOD, BOS, and BOM were conducted with a constructive and transparent manner to reach the most suitable management decisions
- In accordance with the conclusions of the Board meetings and the results of the written opinions collection with Board members, the Chairman, on behalf of the Board of Directors, signed and issued Regulations, Resolutions, Decisions, and Directives to provide strategic orientations for business operations, credit granting, debt settlement, risk control, and the organisational structure and senior management of the Bank and its subsidiaries, as well as other governance activities within the Board's authority. These measures were implemented to ensure system stability and to fulfil the targets and tasks assigned by the AGM in compliance with the prevailing legal regulations from time to time.
- The Resolutions, Directives, and Conclusions agreed upon by the BOD are promulgated and assigned to the General Director to implement.

3. Evaluation of the performance of the committees under the BOD in the FY2025:

SACOMBANK's BOD has structured and established specialised committees under the BOD in accordance with legal regulations and the guidance of Circular 13. In particular, the Board has made reference to corporate governance practices regarding committees and councils under the BOD to ensure the achievement of sustainable development objectives and strategies. There are 04 Committees as follows:

3.1. Human Resources Committee:

The Senior Management Awards and Disciplinary Council reports directly to the Human Resources Committee. In 2025, the Human Resources Committee held 129 meetings, fulfilling its functions and duties, specifically:

- Advising the Board of Directors on the scale and structure of Senior Management to ensure they are appropriate to the Bank's operational scale and development strategy.



- Advising the Board of Directors on handling personnel matters arising during the procedures for the election, appointment, dismissal, and removal of members of the Board of Directors, members of the Board of Supervisors, and Senior Management, in accordance with legal regulations and SACOMBANK's Charter.
- Researching and advising the Board of Directors on the promulgation of the Bank's internal regulations within the Board's authority regarding salary, remuneration, and bonus schemes; recruitment regulations, training, and other incentive policies for Senior Management and the Bank's staff.
- Regarding the Senior Management Awards and Disciplinary Council: the Committee advises the Board of Directors on the review and approval of annual performance classifications and commendations for business units and individuals under the Board's appointment authority, as well as other cases as required. The Committee also convenes meetings to address labour discipline violations, advises the Board of Directors on the application of appropriate disciplinary measures, and oversees the implementation of such actions, thereby promoting a culture of compliance and maintaining labour discipline across the Bank's operations.

3.2. Risk Management Committee:

In 2025, the Risk Management Committee (RMC) held 04 meetings and fulfilled its assigned functions and duties, specifically:

- Proposing and advising the BOD in overseeing the BOM in the development and implementation of the Risk Management Regulations.
- Advising the BOD on the issuance of processes, regulations, and policies within the Committee's authority related to the Bank's risk management activities in accordance with legal regulations and Sacombank's Charter.
- Analyzing and providing warnings about the Bank's safety level regarding potential risks and threats, along with preventive measures for these risks, both in the short and long term.
- Reviewing and assessing the appropriateness and effectiveness of the Bank's current risk management processes, regulations, and policies, in order to provide recommendations and proposals to the BOD regarding necessary changes to current processes, regulations, policies, and strategies.
- Advising the BOD in deciding on investments, related party transactions, governance policies, and risk management plans within the assigned scope.
- Proposing and advising the BOD to supervise the BOM in handling and remedying shortcomings and limitations in risk management in accordance with the requirements and recommendations of the State Bank of Vietnam (SBV), independent auditors, and other competent authorities.

3.3. Anti-Corruption, Crime Prevention, and Anti-Money Laundering Committee

The Board of Directors regards anti-corruption and anti-money laundering as priorities, and strengthens the legal framework and establishes an effective governance structure for the Anti-Corruption and Anti-Money Laundering Committee.

In 2025, the Anti-Corruption, Crime Prevention and Anti-Money Laundering Committee convened two meetings and fulfilled its assigned roles and responsibilities, as follows:

- Defining strategic objectives and developing programs, plans, and implementation measures for anti-corruption, crime prevention, and anti-money laundering activities in compliance with Vietnamese laws.
- Inspecting and supervising of anti-corruption, crime prevention, and anti-money laundering practices across SACOMBANK.
- Receiving and consolidating information on misconduct, corruption, and notable violations at functional units, particularly financial crimes and risks identified by inspections, complaints and denunciations; press agencies and media streams, and referred by law enforcement agencies.
- Researching and providing recommendations, advisory opinions, and reports to the Board of Directors on handling misconduct and corruption findings, as well as proposing solutions to enhance the anti-corruption and crime prevention efforts related to SACOMBANK's operations.
- Protecting customers, the Bank, and employees from being victims of, or inadvertently facilitating, money laundering activities.

3.4. SACOMBANK Strategy and Innovation Committee

In 12/2025, the BOD established the SACOMBANK Strategy and Innovation Committee with the objective of shaping the Bank's medium- and long-term development strategy for each phase, as well as developing programs to drive innovation and modernization across the Bank's governance model, organizational structure, technology, products and services, and operational processes. Within a short period, the Strategy and Innovation Committee successfully completed the design and implementation of a new organizational model across the entire system. This is regarded as a significant milestone in the roadmap for the Bank's restructuring program, while also laying a solid foundation for SACOMBANK's next stage of development.

- In 2025, the Committees continued to operate actively and effectively, fulfilling their advisory and consultative roles to the Board of Directors in the exercise of its duties and powers in accordance with applicable laws and SACOMBANK's Charter, while providing support to the BOM in business operations and risk management.
- The Committees operate in accordance with specific internal regulations and provisions, which are publicly disclosed across the system to ensure transparency. Also, the Committees had reviewed, monitored, and refined internal regulatory documents within their respective areas of responsibility, ensuring a clear segregation between the governance and oversight functions of the Board of Directors and the business management function of the Board of Management.

4. Evaluation by the Board of Directors on Activities of Board of Management in the Fiscal Year 2025:

The BOM has demonstrated strong responsibility and diligent efforts in executing key business objectives and directives from the BOD and the BOS. Key matters of concern raised by the AGM in

previous sessions—including business strategy, resolution of non-performing loans and legacy assets under the restructuring scheme have been proactively and decisively addressed. While certain targets have yet to meet expectations, SACOMBANK's overall performance have continued to develop stably, with strengthened internal capabilities providing a solid foundation for the next stage of development.

5. **Evaluation by Independent Board Member on the Board's Activities in 2025:**

This content is presented in Appendix 02 – The Independent Board Member's Evaluation Report on the activities of the Board of Directors in fiscal year 2025 (attached).

6. **Public Report on Related Interests of Members of the Board of Directors, the Supervisory Board, the Chief Executive Officer, Deputy Chief Executive Officers, and Shareholders Holding 1% or More of the Charter Capital**

Public Disclosure of related interests of members of the BOD, BOS, General Director, Deputy General Directors and Shareholders owning 1% or more of the charter capital.

Details are presented in Appendix 03 "Report on related interests of members of the BOD, BOS, General Director, Deputy General Directors" and "Report on related interests of Shareholders owning 1% or more of the charter capital" (Attached).

II. **STRATEGIC DIRECTIONS AND OBJECTIVES FOR 2026:**

In 2026, the banking sector is expected to remain challenged by global economic uncertainties, the State Bank of Vietnam's continued focus on enhancing operational quality, and intensifying market competition. Against this backdrop, the Board of Directors will continue to provide strategic orientation and oversight, guiding the Board of Management in effectively delivering the business objectives assigned by the Annual General Meeting of Shareholders, and ensuring that SACOMBANK's operations advance in a Safe – Sustainable manner. This will be underpinned by the guiding principle of **"Discipline – Efficiency – Well-being"**, with full adherence to legal requirements and alignment with advanced standards of corporate governance and risk management:

- (1) Total assets reaches VND1,010,300 billion, increase 10%yoy.
- (2) Outstanding credit balance reaches VND 699,400 billion, up 12%yoy, or in line with the credit growth limit assigned by the State Bank of Vietnam.
- (3) Total mobilized funds reaches VND 921,300 billion, up 10%yoy, managed flexibly in alignment with provided credit growth.
- (4) On-balance sheet non-performing loan (NPL): 4.5%.
- (5) Profit before tax to reach VND 8,100 billion, up 6%.
- (6) Prudential and operational safety ratios to be maintained in compliance with regulations of the State Bank of Vietnam.

Escalating armed conflicts and geopolitical tensions worldwide have led to complex and unforeseen developments for the global economy in general and Vietnam in particular. This may give rise to adverse and unpredictable impacts on the implementation of SACOMBANK's business plan. Accordingly, in order to ensure proactiveness and flexibility in governance and management, as well as timely adaptation to market developments, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration the authorization for the Board of Directors to take the initiative in adjusting the business plan, on a basis consistent with actual conditions and in compliance with applicable laws, thereby ensuring stable, sustainable growth and delivering optimal efficiency for the Bank.


III. CONCLUSION

Ladies and Gentlemen!

Reflecting on Sacombank's performance in 2025, the Board of Directors, the Board of Supervisors, the Board of Management, and all employees are delighted to have successfully fulfilled the tasks entrusted by the Annual General Meeting of Shareholders.

Entering fiscal year 2026, guided by our defined strategic directions and objectives, we are confident that—with the unity and resolve of the Board of Directors, the Board of Supervisors, and the Board of Management; the collective commitment of our employees; the support and partnership of our shareholders, investors, and customers; and the valuable direction of the State Bank of Vietnam and relevant authorities—SACOMBANK will successfully deliver on all targets and mandates entrusted by the Annual General Meeting of Shareholders.

Respectfully, 

ON BEHALF OF THE BOARD OF
DIRECTORS 
CHAIRMAN



DUONG CONG MINH

Recipients:

- Annual General Meeting of Shareholder FY 2025: "for approval";

Archived at Governance Office.

APPENDIX 01:

REPORT OF THE CHIEF EXECUTIVE OFFICER ON SACOMBANK'S 2025 OPERATING RESULTS AND ORIENTATION FOR THE 2026 PLAN

I. BUSINESS PERFORMANCE IN 2025

Despite facing numerous difficulties and challenges from the macro-environment, SACOMBANK has made diligent efforts to robustly and flexibly implement various solutions to expand its business scale, accelerate the modernisation of products and services, and drive digital transformation to enhance its competitiveness, while comprehensively innovating its operating model in accordance with advanced international practices. Consequently, all aspects of the Bank's operations have continued to develop stably, enhancing its position and reputation within the financial market and establishing a solid foundation for further acceleration in the coming period. Specifically, the results of implementing the plan assigned by the AGM are as follows:

No.	Target (VND billion, %)	The FY 2025 plan	FY2025 Results	Achievement Rate
1	Tổng tài sản/Total Assets	819.800	917.120	112%
2	Tổng nguồn vốn huy động/ Total mobilised funds	736.300	836.379	114%
3	Tổng dư nợ tín dụng/ Total credit outstanding	614.400	626.392	102%
4	Lợi nhuận trước thuế/Profit before tax	14.650	7.628	52%
5	Tỷ lệ nợ xấu nội bảng/ On-balance sheet non-performing loan ratio	< 2%	5,09%	Chưa đạt

1. Expansion in scale and asset structure rebalancing

Total assets continued to grow and realign towards increasing the allocation of funds into profit-generating business activities. Specifically, total assets rose by 22.6%, with earning assets increasing by 21.2% and accounting for 94.1% of total assets. The credit outstanding grew by 16.1%, focusing on the manufacturing and business sectors and retail consume lending. Total funding increased by 23.9%, of which personal deposits rose by 8.9%. Prudent limits and ratios were strictly maintained within regulatory requirements.

No	Indicator	2025	Requirement
1	Consolidated capital adequacy ratio (CAR)	9,20%	≥ 8%
2	The ratio of short-term fund used for medium- and long-term loans	26,21%	≤ 30%
3	Loan-to-deposit ratio (LDR)	73,40%	≤ 85%
4	Government bond investment ratio	8,71%	≤ 30%

5	Capital contribution and shareholding ratio	15,93%	≤ 40%
6	Fixed asset investment ratio	35,46%	≤ 50%
7	Liquidity reserve ratio	19,95%	≥ 10%
8	Solvency ratios in 30 days		
	- Vietnam Dong	107,79%	≥ 50%
	- Foreign currency eqvl in VND	68,47%	≥ 10%

2. Strengthening financial capacity

Over the past year, SACOMBANK continued to accelerate the settlement of legacy assets, with the total recovery and settlement reaching over VND 17,000 billion, contributing to more than VND 10,720 billion to profit. This, in turn, created a source to enhance risk provisioning.

No	Credit risk provision (Unit: bil VND)	General provision	Specific Provision	Total
1	Balance as of 01/01/2025	3.977	4.890	8.867
2	(Reversal)/Provision in year	494	15.983	16.477
3	Provision used for risk settlement in year		(5.308)	(5.308)
4	Foreign Exchange gain/loss	3	17	20
5	Balance as of 31/12/2025	4.474	15.582	20.056

3. Improving business efficiency and optimising performance

Business performance recorded positive improvement, with total income rising by 11.8% year-on-year, of which net interest income grew by 8.8% and non-interest income surged by 29.7%. Operating expenses were strictly controlled and reduced by 6.7% compared to the previous year. Operating efficiency improved significantly, decreasing by 8.1% year-on-year to a level of 41%. Profit before risk provisioning reached VND 19,011 billion, an increase of 29.4% over the previous year. However, in line with a prudent and proactive risk management strategy to enhance resilience against market risks, focusing on improving asset quality and ensuring sustainable development in the medium and long term, Sacombank proactively and substantially increased its credit risk provisioning in 2025. Consequently, consolidated profit before tax in 2025 reached VND 7,628 billion, equivalent to 52% of the plan.

4. Modernising products and services

The Bank continued to develop its digital financial service ecosystem based on customer-centric approach, expanding digital banking utilities and integrating various online payment and financial management features. Simultaneously, green finance products, such as recycled cards and credit packages aligned with ESG standards, were deployed, contributing to the promotion of banking activities associated with sustainable development goals.

5. Improving credit ratings and brand positioning

Over the past year, Moody's upgraded several of the Bank's key rating indicators. SACOMBANK's brand value also improved in global rankings, reaching position 336, up 13 places from the

previous year. These results reflect the process of operational restructuring, organisational streamlining and the upgrading of the risk management system in accordance with international standards such as Basel III and IFRS 9.

No	Rating Agency	BCA	Counterparty Risk Rating	Long-term Rating	Long-term Issuer Rating	Date
1	Moody's	b2	Ba3	B1	B1	25/11/2025
2	Fitch	b+		BB-		07/11/2025

II. 2026 PLAN

In 2026, SACOMBANK's strategic orientation will continue to focus on consolidating foundations to achieve sustainable development in the medium and long term, ensuring the harmonisation of interest among customers, shareholders, and investors. Accordingly, the Bank will appropriately balance scale expansion with asset quality improvement, focusing on strengthening financial capacity and risk management, and comprehensively transforming the operating model to optimize operations and improve productivity and efficiency. Key solutions will focus on four strategic orientations as follows:

1. Enhancing position and optimizing financial efficiency with a priority goal of improving the Bank's credit rating in accordance with SBV standards to affirm risk management capabilities and transparency. The Bank will accelerate scale while prioritizing asset quality control and drastically optimizing operating costs to ensure profit targets are fulfilled.
2. Accelerating product innovation and personalizing the customer experience, establishing leadership in service quality through the optimization of the customer journey across both digital and physical platforms.
3. Applying technology and leveraging Big Data to gain customer insights, respond flexibly to market fluctuations, and enhance system management capacity. The focus will be on the comprehensive digitalization of operational processes and strengthening security in line with international standards.
4. Focusing on human resource development and corporate culture, fostering an engaging, high-performance workplace that aligns employee satisfaction with increased labor productivity. Emphasis on professional training, perfecting competencies, and monitor professional ethical standards to ensure the effective implementation of business targets towards the sustainable development of the organization.

FOR AND ON BEHALF OF THE C.E.O

PERMANENT DEPUTY C.E.O



HA VAN TRUNG

APPENDIX 02A:

**EVALUATION REPORT OF THE INDEPENDENT MEMBERS
OF THE BOARD OF DIRECTORS**

ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN FISCAL YEAR 2025

At the Annual General Meeting of Shareholders (AGM) for fiscal year 2021, held on April 22, 2022, SACOMBANK's General Meeting of Shareholders elected a Board of Directors (BOD) consisting of seven members, including two independent members, for the 2022–2026 term

Report from Ms. Pham Thi Thu Hang – Independent Member of the Board of Directors:

- The Board of Directors has assigned responsibilities to its members to monitor business activities across the Bank's Regions, Subsidiaries, and Affiliate Banks. Independent members of the Board have been assigned to Committees or Sub-Boards, thereby supporting the Board of Management in successfully achieving the business targets for the fiscal year.
- In my capacity as an Independent Member of the Board of Directors, I highly appreciate the performance and effectiveness of the Board of Directors of SACOMBANK, as evidenced by the following:
 - The Board consistently complies with applicable laws, the Bank's Charter, and other internal regulations of SACOMBANK.
 - Principles and best practices of corporate governance are strictly and consistently adhered to.
 - All resolutions adopted by the Board of Directors are achieved with a high level of consensus among all members. Meetings of the Board are attended by representatives of the Board of Supervisors and the Board of Management. Recommendations of the Board of Supervisors are always considered and addressed in a timely manner.
 - Matters falling under the authority of the Board of Directors are thoroughly discussed and voted on transparently during meetings.
 - The Board of Directors is provided with management and operational information in a systematic and comprehensive manner, enabling well-informed directions and decisions.

March 26, 2026

INDEPENDENT MEMBER OF THE B.O.D

(Signed)

PHAM THI THU HANG

APPENDIX 02B:

**EVALUATION REPORT OF THE INDEPENDENT MEMBERS
OF THE BOARD OF DIRECTORS**

ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN FISCAL YEAR 2025

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Report from Mr. Vuong Cong Duc – Independent Member of the Board of Directors:

In my capacity as an Independent Member of the Board of Directors, I assess the performance of the Board of Directors of SACOMBANK for the fiscal year 2025 by the following:

- The Board strictly respects and fully complies with the Bank's Charter, internal rules and regulations, as well as applicable laws and regulations.
- The roles and functions of the Board of Supervisors and the Board of Management are duly respected. In most meetings of the Board of Directors, representatives of the Board of Supervisors are present. Key decisions are made after consultation with representatives of the Board of Supervisors prior to voting.
- Proposals and recommendations from the Board of Management are addressed and resolved promptly and efficiently, in the spirit of trust, collaboration, and support for the overall interests of the Bank.
- The Board of Directors operates on a regular, democratic and transparent basis. Resolutions of the Board are adopted with a very high level of consensus among all members.

March 31st, 2026

INDEPENDENT MEMBER OF THE B.O.D

(Signed)

VUONG CONG DUC

APPENDIX 03

- Pursuant to Article 49 of the Law on Credit Institutions No. 32/2024/QH15 dated januari 18, 2024, effective from July 01, 2024, regarding the provision and disclosure of information;
- Pursuant to the List of Shareholders of Saigon Thuong Tin Commercial Joint Stock Bank, Stock code STB, provided by Vietnam Securities Depository and Clearing Corporation on March 16, 2026;
- Pursuant to Document No. 5919/TTGSNH2 dated november 27, 2024, of the Banking Supervision Authority regarding the public disclosure of shareholder information under the Law on Credit Institutions 2024,

Saigon Thuong Tin Commercial Joint Stock Bank respectfully reports to the Annual General Meeting of Shareholders the information regarding the related parties that are organizations of the members of the Board of Directors (BOD), Board of Supervisors (BOS), General Director, Deputy General Directors and Shareholders owning 1% or more of the charter capital, with details as follow:

I. Related parties that are organizations of the members of the BOD, BOS, General Director, Deputy General Directors

No.	Declarant	Related organization	Business Registration No.	Address	Legal Representative	Relationship with the Declarant
1	Mr. DUONG CONG MINH – BOD Chairman	Him Lam Joint Stock Company	0301437499 issued on September 15, 2016, by the Ho Chi Minh City Department of Planning and Investment	234 Ngo Tat To, Thanh My Tay Ward, HCMC	Duong Cong Toan	Younger sister is a member of the BOS
2	Mr. PHAM VAN PHONG – Vice Chairman of the BOD	Mekong II Hydropower LLC	6000465831 issued on January 13, 2005, by the Dak Lak Province Department of Planning and Investment	190 Phan Chu Trinh, Buon Ma Thuot Ward, Dak Lak Province	Nguyen Thua Minh	Capital contributed by child
2.1		Tam Long Electricity Joint Stock Company	6400036682 issued on August 22, 2007, by the Dak Lak Province Department of Planning and Investment	Village 9, Hoa Phu Commune, Dak Lak Province	Pham Van Phong	Mr. Pham Van Phong is a BOD member

No.	Declarant	Related organization	Business Registration No.	Address	Legal Representative	Relationship with the Declarant
3	Mr. NGUYEN XUAN VU – BOD member	Vgroup Joint Stock Company	0106772278 issued on February 09, 2015, by the Hanoi Department of Planning and Investment	74/455 Ha Huy Tap, Yen Vien Town, Gia Lam District, Hanoi City	Diep Quang Nhan	Mr. Nguyen Xuan Vu is the Vice Chairman of the BOD
3.1		Phu Dong Young Football Training Joint Stock Company	0108617609 Initial registration: Feb 21, 2019. 4 th amendment: Sept 16, 2025, by Hanoi Department of Finance	No. 88, Group 8, National Highway 3, Thu Lam Commune, Hanoi City	Pham Duy Vinh	Mr. Nguyen Xuan Vu is the Chairman of the BOD
3.2		V Number One Joint Stock Company	0110757579 issued on June 20, 2024, by the Hanoi Department of Planning and Investment	No. 6 – LK28, Van Phu New Urban Area, Phu La Ward, Ha Dong District, Hanoi City	Nguyen Xuan Vu Le Van Hai	Mr. Nguyen Xuan Vu is the Chairman of the BOD
3.3		Vpark Joint Stock Company	0109473847 Initial registration: Dec 25, 2020. 3 rd amendment: July 25, 2025, by Hanoi Department of Finance	No. 79 Vu Duc Than Street, Viet Hung Ward, Hanoi City	Do Xuan Tung	Mr. Nguyen Xuan Vu is the Chairman of the BOD

No.	Declarant	Related organization	Business Registration No.	Address	Legal Representative	Relationship with the Declarant
4	Ông PHAN ĐÌNH TUỆ - Thành viên HĐQT	Nguyen Hoang Investment Development Corporation	0302201048 issued on Aug 1 st , 2007, by Department of Planning and Investment	49 Pham Ngoc Thach, Xuan Hoa Ward, HCMC		Mr. Phan Dinh Tue is the Vice Chairman of the BOD
5	Ms. PHAM THI THU HANG – BOD independent member	Anh Duong Social LLC	0108358312 issued on July 10, 2018, by the Hanoi Department of Planning and Investment	Long Bien Golf Club Building, 918 Regiment Area, Long Bien Ward, Hanoi City	Duong Cong Chinh	Ms. Pham Thi Thu Hang is a member of the Board of Members
6	Mr. Vuong Cong Duc – BOD independent member	Ba Ria – Vung Tau International Tourism Services Joint Stock Company	3500101932 issued on Sept 19, 1998, by Department of Planning and Investment	662 Truong Cong Dinh, Tam Thang Ward, HCMC	Duong Thanh Tuan	Mr. Vuong Cong Duc is the BOD Chairmain
6.1		Vung Tau Paradise Joint Venture Company	3500103104 issued on Sept 19, 1998, by Department of Planning and Investment	1 Thuy Van, Tam Thang Ward, HCMC		Mr. Vuong Cong Duc is Vice Chairman of the Board and Chief Executive Officer
7	Bà HÀ QUỲNH ANH – Thành viên BKS	Rural Development and Construction Joint Stock Company No. 4	0100104450 Initial registration: Dec 30, 1999. 5 th amendment: July 23, 2025, by Hanoi Department of Finance	BTT4-1, Him Lam Van Phuc Housing Area, Ha Dong Ward, Hanoi City	Tao Van Dai	Husband is the Board Chairman

No.	Declarant	Related organization	Business Registration No.	Address	Legal Representative	Relationship with the Declarant
7.1		Analytiq Solutions Company Limited	0111097244 issued on June 18, 2025, by Hanoi Department of Finance	A04-L12, Duong Noi Urban Area, Duong Noi Ward, Hanoi City	Luu Tuan Thanh	Son is the CEO
8	Mr. NGUYEN DUC THUY – General Director	Xuan Thanh Investment Construction and Development LLC	2700277508 issued on September 01, 2003, by Ninh Binh Province Department of Planning and Investment	Xuan Thanh Building, Lane 150 Trinh Tu, Xuan Thanh Urban Area, Hoa Lu Ward, Ninh Binh Province		Father is the management and owns more than 5% of the charter capital
8.1		Xuan Thanh Cement Joint Stock Company	0700576529 issued on February 22, 2012, by Ninh Binh Province Department of Planning and Investment	Bong Lang Village, Thanh Lam Commune, Ninh Binh Province	Vu Quang Bac	Younger brother is the management and owns more than 5% of the charter capital
8.2		Xuan Thanh Commercial Investment LLC	2700509999 issued on May 25, 2009, by Ninh Binh Province Department of Planning and Investment	Xuan Thanh Urban Area, Hoa Lu Ward, Ninh Binh Province	Vu Nam Binh	Younger brother owns more than 10% of the charter capital
8.3		My Hanh LLC	2700277177 issued on May 25, 2009, by Ninh Binh Province Department of Planning and Investment	Khanh Phu Industrial Park, Dong Hoa Lu Ward, Ninh Binh Province	Vu Nam Binh	Younger brother owns more than 10% of the charter capital

No.	Declarant	Related organization	Business Registration No.	Address	Legal Representative	Relationship with the Declarant
8.4		Xuan Thanh Economic Group Joint Stock Company	2700523305 Initial registration: July 23, 2009. 4 th amendment: November 14, 2022, by the Ninh Binh Province Department of Planning and Investment	Xuan Thanh Urban Area, Hoa Lu Ward, Ninh Binh Province	Vu Thi Diem	Father is the BOD Chairman; Mother is General Director and owns more than 10% of the charter capital
8.5		Vietnam Bank for Agriculture and Rural Development	0100686174 Initial registration: April 26, 2012. 15 th amendment: January 11, 2024, by the Hanoi Department of Planning and Investment	02 Lang Ha, Giang Vo Ward, Hanoi City		Younger sister is a member of Board of Members
8.6		LPB Fund Management Joint Stock Company	0103401797 Issued on February 26, 2009, by the Hanoi Department of Planning and Investment	2 nd Floor, 210 Tran Quang Khai, Hoan Kiem Ward, Hanoi City		Sibling-in-law owns more than 10% of the charter capital
8.7		LPB Securities Joint Stock Company	0309312029 Issued on August 13, 2009, by the HCMC Department of Planning and Investment	3 rd Floor, 43-45-47 Nguyen Thi Minh Khai, Saigon Ward, HCMC		Son is a BOD member, daughter owns more than 5% of the charter capital

II. Shareholders owning 1% or more of SACOMBANK's charter capital

Excluding shareholders whose shares have been authorized to the Vietnam Asset Management Company (VAMC), the information regarding shareholders owning 1% or more of the charter capital is as follows:

No	Shareholder	Shareholder's ownership		Related parties' ownership	
		Number of shares	% of the charter capital	Number of shares	% of the charter capital
1	PYN ELITE FUND (NON-UCITS)	63.395.800	3,36		0
2	DUONG CONG MINH	62.569.075	3,32	11.858.742	0,63

Respectfully,