

No: 372/HĐQT-NHCT-VPHĐQT1

Re: Disclosure of VietinBank's 2026 AGM's
Minutes and Resolution

Hanoi, April 24, 2026

PERIODIC INFORMATION DISCLOSURE

Respectfully to:

- The State Securities Commission;
- Viet Nam Stock Exchange;
- Ho Chi Minh Stock Exchange;
- Ha Noi Stock Exchange.

1. Company name: Viet Nam Joint Stock Commercial Bank for Industry & Trade

- Securities code: CTG
- Head office: 108 Tran Hung Dao, Cua Nam ward, Ha Noi city
- Telephone: +84 24.39421030
- Email: investor@vietinbank.vn

2. Content of information disclosure:

Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) discloses the Minutes, Resolutions and materials of 2026 Annual General Meeting of Shareholders of VietinBank (*Details in the attached file*).

3. The information is announced on the electronic website of VietinBank on 24/4/2026 at <https://investor.vietinbank.vn/en/periodicreports.aspx>.

We hereby commit that the disclosed information above is true and entirely responsible for the contents of published information.

Recipients:

- As above;
- Archive in VP, VPHĐQT1.

Attachment:

- 2026 AGM's Minutes;
- 2026 AGM's Resolution No.30/NQ-DHDCD;
- 2026 AGM's materials.

LEGAL REPRESENTATIVE
CHAIRMAN OF THE BODs



Tran Minh Binh

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granted for the 13th time on 8th January 2024
<https://investor.vietinbank.vn> Website:

Hanoi, 24th April, 2026

MINUTES
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM JOINT STOCK COMMERCIAL BANK
FOR INDUSTRY AND TRADE

Today, at 8:02 a.m. on April 24, 2026, at the Central Hall, School of Human Resources Training and Development of VietinBank, Son Dong Commune, Hanoi, the 2026 Annual General Meeting of Shareholders of VietinBank was held ("the AGM/GMS").

A. PARTICIPANTS AND THE LEGALITY, LEGITIMACY OF THE MEETING:

I. Participants

- Shareholders, shareholders' representatives, persons authorized by shareholders (hereinafter referred to as "delegate"): 142 delegates, who represented for 390 shareholders, holding ownership of 6,988,153,240 shares and accounting for 89.97300183% of the total voting shares of VietinBank.
- Invited guest delegates:
 - + Mr. Bui Van Duan, Director of Department IIA, Central Inspection Commission;
 - + Mr. Dang Tran Thuy, Deputy Director of Department IIA, Central Inspection Commission;
 - + Mr. Le Xuan Truong, Member of the Party Committee, Standing Deputy Chairman of the Party Committee's Inspection Commission of the State Bank of Vietnam;
 - + Mr. Do Trong Toan, Deputy Director of the Personnel and Organization Department, State Bank of Vietnam;
 - + Mr. Doan Hung Son, Deputy Director of the State Bank of Vietnam Region 1;
 - + Mr. Nguyen Tien Dung, Deputy General Director, Hanoi Stock Exchange.
- Representatives from relevant Departments and agencies under the SBV; Representatives from MUFG Bank, PwC (Viet Nam) Company Limited; VietinBank's partners and major clients;
- Members of VietinBank's Executive Committee and Standing Committee of the Communist Party;
- Members of VietinBank's Board of Directors (BoD), Supervisory Board (SB), Board of Management (BoM):
 - + BoD: Chairman of BoD Tran Minh Binh, BoD member cum General Director



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- Nguyen Tran Manh Trung, BoD member Tran Van Tan, BoD member Le Thanh Tung, BoD member Nguyen The Huan, BoD member Pham Thi Thanh Hoai, Member of BoD Nguyen Van Anh, BoD member Nguyen Viet Dung, Independent BoD member Cat Quang Duong, BoD member cum Deputy General Director Koji Iriguchi, BoD member Takeo Shimotsu;
- + SB: Chief of SB Le Anh Ha, SB member Nguyen Thi Anh Thu, SB member Nguyen Hai Dang, SB member Pham Thi Thu Huyen, SB member Mai Huong Thao.
 - + BoM: Deputy General Director Do Thanh Son, Deputy General Director Le Nhu Hoa, Deputy General Director Tran Cong Quynh Lan, Deputy General Director Le Duy Hai, Deputy General Director Nguyen Duc Thanh, Deputy General Director Nguyen Bao Thanh Van, Deputy General Director Duong Van Quan, Deputy General Director Dang Thi Viet Ha, Chief accountant Nguyen Hai Hung;
 - Leaders of specialized divisions, Heads of departments/ units at Head office, Heads of Representative offices, Directors of non-business units, Directors of branches, relevant units in the system;
 - Representatives of national and Hanoi's press and broadcasting agencies.

II. The legality and legitimacy of the Meeting

The GMS listened to Ms. Le Anh Ha – Chief of SB, Head of the Shareholder Eligibility Checking Committee announcing the Report on Shareholder Eligibility Checking:

- Total number of VietinBank's shares: 7,766,944,637 shares.
- Total number of shareholders invited to the Meeting: 87,147 shareholders, representing for 7,766,944,637 voting shares of VietinBank.
- As at 8:02 a.m. on April 24, 2026, the total number of shareholders attended at the meeting was 74, who represented for 260 shareholders, holding ownership of 6,690,748,354 shares and accounting for 86.14389141% of the total voting shares of VietinBank. In which:
 - + The number of shareholders, directly attending representatives of shareholders was 52, owning 6,629,035,511 shares, accounting for 85.34933389% of the total voting shares of VietinBank.
 - + The number of authorized shareholders was 209, owning 61,712,843 shares, accounting for 0.79455752% of the total voting shares of VietinBank.
- Shareholders attending the AGM are eligible and meet all necessary conditions as prescribed by Law.

(The list of shareholders attending the AGM was stored by VietinBank at the Head Office to ensure the confidentiality of shareholder information).

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated 17th June 2020 and the amendment and supplement; the Charter on Organization and Operation of VietinBank,

the 2026 AGM of VietinBank was legal, legitimate and met all the conditions to be conducted.

B. THE CONTENT AND AGENDA OF THE MEETING:

I. Instruction on voting and election method at the AGM

The GMS listened to Ms. Pham Thi Luyen – Deputy Director in charge of Secretariat to the BoD & Investor Relations Department presenting guidance on voting and election at the AGM.

II. The election of Panel of Chairpersons, nomination of Secretariat Board and election of the Vote Counting Committee

In order to conduct the AGM and run the election and vote counting process, the GMS elected the Panel of Chairpersons and Vote Counting Committee. After listening to the tentative personnel list introduced by the Organization Board, the AGM voted to ratify the Panel of Chairpersons, being comprised of the following members:

1. Mr. Tran Minh Binh – Chairman of the BoD, Chairman;
2. Mr. Nguyen Tran Manh Trung – BoD member cum General Director, Member;
3. Ms. Pham Thi Thanh Hoai- BoD member, Member;
4. Mr. Le Thanh Tung - BoD member, Member;
5. Mr. Nguyen The Huan - BoD member, Member;

Voting results: 100% of shareholders voted through the Panel of Chairperson. Specifically:

- Total number of votes issued: 84, corresponding to 6,691,278,237 shares, accounting for 86.15071369% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 84, corresponding to 6,691,278,237 shares, accounting for 86.15071369% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 84 corresponding to 6,691,278,237 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 84, corresponding to 6,691,278,237 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

The Panel of Chairpersons, on behalf of the GMS designated the Secretariat of the GMS to record the agenda and the course of the GMS and compose the draft of the Minutes and Resolution of the GMS. The Secretariat was comprised of the following

members:

1. Mr. Tran Minh Duc – Chief of BoD’s Office, Head of the Secretariat;
2. Ms. Pham Thi Luyen – Deputy Director in charge of Secretariat to the BoD & Investor Relations Department, Deputy Head of the Secretariat;
3. Ms. Nguyen Thu Ha – Board of Secretariat to the BoD & Investor Relations, Member;

Next, the Panel of Chairpersons introduced and the GMS elected the Vote Counting Committee of the AGM with the following members:

1. Ms. Le Anh Ha – Chief of SB, Head of Vote Counting Committee;
2. Mr. Vuong Huy Dong – Deputy Director of Secretariat to the BoD & Investor Relations Department, Deputy Head of Vote Counting Committee;
3. Ms. Ngo Thi Thu Ngan – Board of the Secretariat to the BoD & Investor Relations Department, Member;

Voting results: 100% of shareholders voted through the Vote Counting Committee. Specifically:

- Total number of votes issued: 86, corresponding to 6,691,409,634 shares, accounting for 86.15240544% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 86, corresponding to 6,691,409,634 shares, accounting for 86.15240544% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 86 corresponding to 6,691,409,634 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 86, corresponding to 6,691,409,634 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

III. The ratification of the draft Regulation and Agenda of 2026 AGM

Next, the Panel of Chairpersons announced the draft Regulation and Agenda of 2026 AGM and the GMS voted for approval.

Voting results for the approval of draft Regulation: 100% of shareholders voted through the Regulation of 2026 AGM. Specifically:

- Total number of votes issued: 109, corresponding to 6,753,188,698 shares, accounting for 86.94781556% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of

voting shares of VietinBank.

- Total number of votes received: 109, corresponding to 6,753,188,698 shares, accounting for 86.94781556% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 109 corresponding to 6,753,188,698 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 109, corresponding to 6,753,188,698 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

Voting results for the approval of draft Agenda: 100% of shareholders voted through the Agenda of 2026 AGM. Specifically:

- Total number of votes issued: 118, corresponding to 6,757,296,672 shares, accounting for 87.00070604% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 118, corresponding to 6,757,296,672 shares, accounting for 87.00070604% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 118 corresponding to 6,757,296,672 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 118, corresponding to 6,757,296,672 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

IV. Main content of the AGM

1. Reports of the BoD, BoM and SB

The AGM listened to members of the Panel of Chairpersons and Head of the SB presenting Reports:

- Mr. Tran Minh Binh, Chairman of the Panel of Chairpersons presented the Report of the BoD summarizing the activities in 2025 and development orientation in 2026;
- Mr. Nguyen Tran Manh Trung, Member of the Panel of Chairpersons presented the Report of the BoM on business results in 2025, orientation and plan in 2026.
- Ms. Le Anh Ha, Chief of the SB of VietinBank presented the Report of the SB on summarizing the activities in 2025 and operational orientation in 2026.

2. Written proposals submitted to the GMS

- Ms. Pham Thi Thanh Hoai, Member of the Panel of Chairpersons presented: (i) the Proposal for approval of 2025 audited financial statements (FS); (ii) the Proposal for approval of the selection of an independent auditing company for the FS and the provision of assurance services on the operation of the internal control system in the preparation and presentation of VietinBank FS in 2027;
- Mr. Le Thanh Tung, Member of the Panel of Chairpersons presented: (i) the Proposal for approval of 2025 profit distribution plan; (ii) the Proposal for approval of the remuneration for the BoD and the SB in 2026;
- Mr. Nguyen The Huan, Member of the Panel of Chairpersons presented: (i) the Proposal for approval of amendments and supplements to VietinBank Charter; (ii) the Proposal for approval of amendments and supplements to VietinBank's internal Regulations;
- Mr. Nguyen Tran Manh Trung, Member of the Panel of Chairpersons presented the Proposal for approval of the establishment of representative offices abroad;
- Mr. Tran Minh Binh, Chairman of the Panel of Chairpersons presented: (i) the Proposal for the dismissal and additional election of BoD member for term 2024 – 2029; (ii) the Proposal for the dismissal and additional election of SB member for term 2024 – 2029.

3. Draft regulations on the additional election of VietinBank's BoD and SB

- Mr. Nguyen The Huan, Member of the Panel of Chairpersons presented the Draft of Regulations on the additional election of VietinBank's BoD member for term 2024 – 2029 and the GMS voted for approval.

Voting results: 100% of shareholders voted through Regulation on the additional election of VietinBank's BoD member for term 2024 – 2029. Specifically:

- Total number of votes issued: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank. In which:
 - + The number of "valid" votes: 148 corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of "approve" votes: 148, corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of "disapprove" votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of "abstain" votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of "invalid" votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

- Mr. Nguyen The Huan, Member of the Panel of Chairpersons presented the Draft of Regulation on the additional election of VietinBank's SB members for term 2024 - 2029 and the GMS voted for approval.

Voting results: 100% of shareholders voted through the Regulation on the additional election of VietinBank SB members for term 2024 – 2029. Specifically:

- Total number of votes issued: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 148 corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 148, corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

4. Discussion and ratification of the contents of Reports and Proposals

The AGM discussed the content of Reports and Proposals submitted to the GMS, with focuses on contents such as foreign and domestic economical outlook, interest rate movements, banking liquidity, VietinBank business plan in 2026, NIM prospect, credit growth, control asset quality, digital transformation activities, the transfer of VietinBank Tower.

The AGM highly agreed with the presentation and explanations provided at the meeting without raising any other opinions. The GMS voted on the contents of the Reports and Proposals and additionally elected the BoD/ SB members for term 2024 - 2029.

5. Voting for approval of the contents of Reports and Proposals submitted to the GMS

The GMS listened to Ms. Le Anh Ha – Chief of SB, Head of Vote Counting Committee, announcing vote counting minutes for the approval of the reports and proposals with the following results:

- + Total number of votes issued: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- + Total number of non-voting votes: 32, corresponding 1,280,421 shares, accounting for 0.01648552% of voting shares of VietinBank.
- + Total number of votes received: 116, corresponding to 6,986,872,819 shares,

accounting for 89.95651631% of voting shares of VietinBank.

Details of voting results for reports and proposals are as follows:

- a. Approval of the Report of the BoD on activities in 2025 and development orientation in 2026; Report of the Board of Management on business performance in 2025, orientation and plan for 2026; Report of the SB on 2025 activities and orientation in 2026 with several basic contents and criteria as follows:
- **Business performance in 2025:**
 - + Total assets: VND 2,767,699 billion;
 - + Credit exposure: VND 1,994,686 billion;
 - + Funds mobilized: VND 1,967,762 billion;
 - + NPL/Credit exposure ratio as per Circular 31: 1%;
 - + Separated profit before tax: VND 41,146 billion;
 - + Consolidated profit before tax: VND 43,444 billion.
 - **Financial targets in 2026 (Separate figures):**
 - + Revenue: VND 179,673 billion;
 - + Net profit after tax: VND 34,080 billion;
 - + Return on equity: 17.95%
 - + NPL Ratio: $\leq 1.8\%$;
 - + Group 5 loan ratio: $\leq 1.6\%$;
 - + Legal compliance status: In accordance with the law on evaluating and classifying credit institutions in which the State holds more than 50% but less than 100% of the charter capital.

The AGM authorized VietinBank's BoD to adjust the targets based on the opinions, directions, and approvals of the competent State authorities, market developments, and the actual business performance of VietinBank (if any), and to disclose information in accordance with regulations.

Voting results:

- **Report of the BoD on activities in 2025 and development orientation in 2026**
 - + The number of "valid" votes: 116, corresponding to 6,986,872,819 shares, accounting for 99.98167726% of shares attending.
 - ✓ The number of "approve" votes: 114, corresponding to 6,977,481,442 shares, accounting for 99.84728729% of shares attending.
 - ✓ The number of "disapprove" votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of "abstain" votes: 2, corresponding to 9,391,377 shares, accounting for 0.13438997%.
 - + The number of "invalid" votes: 0, corresponding to 0 shares, accounting for 0%

of shares attending.

- **Report of the BoM on business performance in 2025 and orientation and plan in 2026**

- + The number of “valid” votes: 116, corresponding to 6,986,872,819 shares, accounting for 99.98167726% of shares attending.
 - ✓ The number of “approve” votes: 113, corresponding to 6,957,253,719 shares, accounting for 99.55782995% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 3, corresponding to 29,619,100 shares, accounting for 0.42384732%.
- + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.

- **Report of the SB on 2025’s activities and orientation in 2026**

- + The number of “valid” votes: 116, corresponding to 6,986,872,819 shares, accounting for 99.98167726% of shares attending.
 - ✓ The number of “approve” votes: 114, corresponding to 6,977,481,442 shares, accounting for 99.84728729% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 2, corresponding to 9,391,377 shares, accounting for 0.13438997%.
- + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.

b. To approve 2025 audited Financial statements (FS) of VietinBank prepared in accordance with Vietnamese accounting standards and Vietnamese accounting system for credit institutions as at 31/12/2025 and for the period ranging from 01/01/2025 to 31/12/2025 with the following key financial figures:

- + Total assets: VND 2,767,699 billion;
- + Credit exposure: VND 1,994,686 billion;
- + Funds mobilized: VND 1,967,762 billion;
- + NPL/Credit exposure ratio as per Circular 31: 1%;
- + Separated profit before tax: VND 41,146 billion;
- + Consolidated profit before tax: VND 43,444 billion.

The GMS authorized VietinBank BoD to adjust the figures of the 2025 audited FS according to the requirements of the State competent authorities *(if any)*.

Voting results:

- + The number of “valid” votes: 116, corresponding to 6,986,872,819 shares, accounting for 99.98167726% of shares attending.
 - ✓ The number of “approve” votes: 114, corresponding to 6,977,481,442 shares, accounting for 99.84728729% of shares attending.

- ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 2, corresponding to 9,391,377 shares, accounting for 0.13438997%.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
- c. To approve the selection of an independent audit firm to audit the FS and provide assurance services for the operation of the internal control system in preparing and presenting VietinBank FS in 2027.
- Approving the selection of Deloitte Vietnam Auditing Company Limited as the independent auditing organization to review the semi-annual FS, audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.
 - Authorizing and assigning VietinBank's BoD:
 - + To decide on the necessary contents and organize the implementation of procedures to sign 2027 audit service contract with Deloitte Vietnam Auditing Company Limited.
 - + In the event that the signing of the audit service contract cannot be carried out, VietinBank's BoD is authorized to select another independent audit organization that meets the conditions stipulated in Circular 51/2024/TT-NHNN and is on the list of audit organizations approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2027 to review the semi-annual FS, audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.

Voting results:

- + The number of “valid” votes: 116, corresponding to 6,986,872,819 shares, accounting for 99.98167726% of shares attending.
 - ✓ The number of “approve” votes: 106, corresponding to 6,971,823,892 shares, accounting for 99.76632814% of shares attending.
 - ✓ The number of “disapprove” votes: 1, corresponding to 43,390 shares, accounting for 0.00062091% of shares attending.
 - ✓ The number of “abstain” votes: 9, corresponding to 15,005,537 shares, accounting for 0.21472822%.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
- d. To approve the profit distribution plan in 2025 of VietinBank which is submitting to competent State Authority for approval with the following:
- + Separate profit after tax in 2025: VND 32,906,427 million;
 - + Adjustments by changing in previous year's profit : VND 22,078 million;
 - + Distributed profit: VND 32,928,505 million;

- + Appropriation to Chartered Capital Supplementary Reserve: VND 3,292,850 million;
- + Appropriation to Financial Reserve: VND 2,963,566 million;
- + Appropriation to Investment and Development Reserve: VND 7,408,914 million;
- + Appropriation to Bonus and Welfare Fund: VND 3,050,316 million;
- + Remaining profit after compulsory funds appropriations and Bonus and Welfare Fund: VND 16,212,859 million;
- + Stock dividend: according to the approval of the competent State Authority: VND 16,212,859 million.

The GMS authorizes VietinBank BoD to: (i) Decide and implement the official 2025 profit distribution plan according to the approval of the competent State Authorities; (ii) Decide the amounts of appropriations of funds in 2026 from the separate profit after tax of 2025 ensuring not to exceed the maximum provision according to current regulations; (iii) Decide on the Bonus for the BoD and the SB for permitted purposes in accordance with the law.

Voting results:

- + The number of “valid” votes: 115, corresponding to 6,986,644,542 shares, accounting for 99.97841063% of shares attending.
 - ✓ The number of “approve” votes: 111, corresponding to 6,976,857,243 shares, accounting for 99.83835505% of shares attending.
 - ✓ The number of “disapprove” votes: 1, corresponding to 297,186 shares, accounting for 0.00425271% of shares attending.
 - ✓ The number of “abstain” votes: 3, corresponding to 9,490,113 shares, accounting for 0.13580287%.
- + The number of “invalid” votes: 1, corresponding to 228,277 shares, accounting for 0.00326663% of shares attending.

e. To approve the remuneration amount in 2026 for the BoD and the SB

To approve the remuneration amount in 2026 for the BoD and the SB up to 0.25% of 2026 profit after tax of VietinBank.

Voting results:

- + The number of “valid” votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of “approve” votes: 106, corresponding to 6,977,293,712 shares, accounting for 99.84460089% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 3, corresponding to 9,404,077 shares, accounting for 0.13457171%.
- + The number of “invalid” votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.

- f. To approve the revision and newly-merged full text of VietinBank Charter according to the content stated in the Proposal for approval of amendments and supplements to VietinBank Charter and attached Appendix.

The GMS authorized VietinBank's BoD to approve the adjustments, amendments, and supplements to VietinBank Charter at the request of the SBV (*if any*); Assigned Chairman of VietinBank's BoD to sign for promulgation of VietinBank Charter to consolidate the amendments and supplements approved by the GMS and approved to be adjusted by the BoD at the request of the SBV (*if any*).

Voting results:

- + The number of "valid" votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of "approve" votes: 106, corresponding to 6,963,318,950 shares, accounting for 99.64462299% of shares attending.
 - ✓ The number of "disapprove" votes: 1, corresponding to 13,987,462 shares, accounting for 0.20015963% of shares attending.
 - ✓ The number of "abstain" votes: 2, corresponding to 9,391,377 shares, accounting for 0.13438997%.
 - + The number of "invalid" votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.
- g. To approve the revision and newly-merged full text of VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank according to the content stated in the Proposal for approval of amendments and supplements to VietinBank's internal Regulations and attached Appendices.

The GMS authorized VietinBank's BoD to approve the adjustments, amendments, and supplements to VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank to comply with VietinBank Charter at the request of the SBV (*if any*); assigned Chairman of VietinBank's BoD to sign for promulgation of VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank consolidating the amendments and supplements approved by the GMS and approved to be adjusted by the BoD to conform with VietinBank Charter at the request of the SBV (*if any*).

Voting results:

- + The number of "valid" votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of "approve" votes: 107, corresponding to 6,977,306,412 shares, accounting for 99.84478263% of shares attending.
 - ✓ The number of "disapprove" votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of "abstain" votes: 2, corresponding to 9,391,377 shares,

accounting for 0.13438997%.

- + The number of “invalid” votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.

h. To approve the establishment of 05 abroad Representative Offices of VietinBank, specifically:

+ VietinBank Representative Offices in China (03 offices)

✓ **In Shanghai:**

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Thượng Hải.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Shanghai Representative Office.
- Abbreviated name: VietinBank Representative Office in Shanghai.
- Location: Shanghai, China.

✓ **In Guangzhou:**

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Quảng Châu.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Guangzhou Representative Office.
- Abbreviated name: VietinBank Representative Office in Guangzhou.
- Location: Guangzhou, China.

✓ **In Chongqing:**

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Trùng Khánh.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Chongqing Representative Office.
- Abbreviated name: VietinBank Representative Office in Chongqing.
- Location: Chongqing, China.

+ VietinBank Representative Office in Singapore (01 office):

- ✓ Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Singapore.
- ✓ Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Singapore Representative Office.
- ✓ Abbreviated name: VietinBank Representative Office in Singapore
- ✓ Location: Singapore

+ VietinBank Representative Office in Taiwan (01 office):

- ✓ Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương

Việt Nam - Văn phòng đại diện tại Đài Bắc

- ✓ Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Taipei Representative Office.
- ✓ Abbreviated name: VietinBank Representative Office in Taipei
- ✓ Location: Taipei, Taiwan

The GMS authorizes and assigns VietinBank's BoD to organize and implement the procedures and decide on related matters to establish the above-mentioned Representative Offices in accordance with the laws of Vietnam and the host countries.

Voting results:

- + The number of "valid" votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of "approve" votes: 87, corresponding to 6,925,126,243 shares, accounting for 99.09808794% of shares attending.
 - ✓ The number of "disapprove" votes: 17, corresponding to 51,044,931 shares, accounting for 0.73044951% of shares attending.
 - ✓ The number of "abstain" votes: 5, corresponding to 10,526,615 shares, accounting for 0.15063515%.
- + The number of "invalid" votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.

i. To approve the Proposal for the dismissal and additional election of VietinBank BoD members of VietinBank for term 2024 - 2029.

- + Approve the dismissal of Mr. Nguyen Viet Dung from his position as member of VietinBank BoD for term 2024 - 2029 to hold the position as VietinBank Deputy General Director.
- + Approve the number of members additionally elected to the VietinBank BoD for term 2024 – 2029: 01 member.
- + Approve the list of candidates for additional election to the VietinBank BoD for term 2024 – 2029, namely Ms. Dang Thi Viet Ha.

Voting results:

- + The number of "valid" votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of "approve" votes: 90, corresponding to 6,929,376,888 shares, accounting for 99.15891438% of shares attending.
 - ✓ The number of "disapprove" votes: 9, corresponding to 32,039,138 shares, accounting for 0.45847790% of shares attending.
 - ✓ The number of "abstain" votes: 10, corresponding to 25,281,763 shares, accounting for 0.36178032%.
- + The number of "invalid" votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.

j. To approve the Proposal for the dismissal and additional election of VietinBank SB members for term 2024 - 2029

- + Approve the dismissal of Ms. Pham Thi Thom from her position as a member of VietinBank's SB for term 2024-2029 effective from 01/11/2025, due to retirement to receive social insurance benefits.
- + Approve the number of members additionally elected to the VietinBank SB for term 2024 – 2029: 01 members.
- + Approve the list of candidates for additional election to the VietinBank SB for term 2024 – 2029, namely Ms. Nguyen Thi Huong.

Voting results:

- + The number of “valid” votes: 109, corresponding to 6,986,697,789 shares, accounting for 99.97917259% of shares attending.
 - ✓ The number of “approve” votes: 90, corresponding to 6,929,376,888 shares, accounting for 99.15891438% of shares attending.
 - ✓ The number of “disapprove” votes: 9, corresponding to 32,039,138 shares, accounting for 0.45847790% of shares attending.
 - ✓ The number of “abstain” votes: 10, corresponding to 25,281,763 shares, accounting for 0.36178032%.
- + The number of “invalid” votes: 7, corresponding to 175,030 shares, accounting for 0.00250467% of shares attending.

6. Result of approval for the dismissal of VietinBank BoD and SB member .

- Total number of votes issued: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- Total number of non-voting votes: 32, corresponding 1,280,421 shares, accounting for 0.01648552% of voting shares of VietinBank.
- Total number of votes received: 116, corresponding to 6,986,872,819 shares, accounting for 89.95651631% of voting shares of VietinBank.

Voting results:

a. To approve the dismissal of Mr. Nguyen Viet Dung from his position as member of VietinBank BoD for term 2024 - 2029 to hold the position as VietinBank Deputy General Director.

- + The number of “valid” votes: 115, corresponding to 6,986,774,083 shares, accounting for 99.98026436% of shares attending. In which:
 - ✓ The number of “approve” votes: 93, corresponding to 6,925,190,337 shares, accounting for 99.09900512% of shares attending.
 - ✓ The number of “disapprove” votes: 13, corresponding to 29,353,632 shares,

accounting for 0.42004849% of shares attending.

- ✓ The number of “abstain” votes: 9, corresponding to 32,230,114 shares, accounting for 0.46121075% of shares attending.
- + The number of “invalid” votes: 1, corresponding to 98,736 shares, accounting for 0.00141291% of shares attending.

b. To approve the dismissal of Ms. Pham Thi Thom from her position as a member of VietinBank’s SB for term 2024-2029 effective from 01/11/2025, due to retirement to receive social insurance benefits.

- + The number of “valid” votes: 115, corresponding to 6,986,774,083 shares, accounting for 99.98026436% of shares attending. In which:
 - ✓ The number of “approve” votes: 94, corresponding to 6,925,203,037 shares, accounting for 99.09918685% of shares attending.
 - ✓ The number of “disapprove” votes: 14, corresponding to 36,390,973 shares, accounting for 0.52075236% of shares attending.
 - ✓ The number of “abstain” votes: 7, corresponding to 25,180,073 shares, accounting for 0.36032514% of shares attending.
- + The number of “invalid” votes: 1, corresponding to 98,736 shares, accounting for 0.00141291% of shares attending.

7. *Result of additional election of VietinBank BoD members for term 2024 – 2029*

The GSM listened to Ms. Le Anh Ha, Chief of SB, Head of Vote Counting Committee announce the vote counting minutes of additional election of VietinBank BoD members for term 2024 – 2029. Accordingly, Ms. Dang Thi Viet Ha is elected to the VietinBank BoD for term 2024 – 2029 with the vote counting result as below:

- The total number of votes issued: 148, corresponding to: 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- The total number of non-voting votes: 32, corresponding to: 1,280,421 shares, accounting for 0.01648552% voting shares of VietinBank.
- The total number of votes received: 116, corresponding to: 6,986,872,819cp, accounting for 89.95507375% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 111, corresponding to 6,986,760,771 shares, accounting for 99.98007386% of shares attending.

No	Full name	Number of voting shares	Percentage
1	Ms. Dang Thi Viet Ha	6,925,177,228 shares	99.09881753%

- + The number of “invalid” votes: 5, corresponding to 112,048 shares, accounting for: 0.00160340% of shares attending.

8. *Result of additional election of VietinBank SB members for term 2024 – 2029*

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The GSM listened to Ms. Le Anh Ha, Chief of SB, Head of Vote Counting Committee announce the vote counting minutes of additional election of VietinBank SB members for term 2024 – 2029. Accordingly, Ms. Nguyen Thi Huong is elected to VietinBank SB for term 2024 – 2029 with the vote counting result as below:

- The total number of votes issued: 148, corresponding to: 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- The total number of non-voting votes: 33, corresponding to: 1,281,421 shares, accounting for 0.01649839% of voting shares of VietinBank.
- The total number of votes received: 115, corresponding to: 6,986,871,819 cp, accounting for 89.95647377% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 112, corresponding to 6,986,869,512 shares, accounting for 99.98162994% of shares attending.

No	Full name	Number of voting shares	Percentage
1	Ms. Nguyen Thi Huong	6,925,034,282 shares	99.09677198%

- + The number of “invalid” votes: 3, corresponding to 2,307 shares, accounting for: 0.00003301% of shares attending.

9. Arising contents which were not included in the approved agenda: None.

The Minutes were prepared at 12:02 p.m. on April 24, 2026. The Minutes were announced in front of the entire GMS and approved by the GMS.

Voting results: 100% shareholders approved the Minutes of the AGM. Specifically:

- Total number of votes issued: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank.
- Total number of non-voting votes: 0, corresponding 0 shares, accounting for 0% of voting shares of VietinBank.
- Total number of votes received: 148, corresponding to 6,988,153,240 shares, accounting for 89.97300183% of voting shares of VietinBank. In which:
 - + The number of “valid” votes: 148 corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of “approve” votes: 148, corresponding to 6,988,153,240 shares, accounting for 100% of shares attending.
 - ✓ The number of “disapprove” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - ✓ The number of “abstain” votes: 0, corresponding to 0 shares, accounting for 0% of shares attending.
 - + The number of “invalid” votes: 0, corresponding to 0 shares, accounting for: 0% of shares attending.

ON BEHALF OF
THE SECRETARIAT


Tran Minh Duc

Attachments:

- + Agenda, Regulation of 2026 AGM;
- + Reports of BoD, BoM, SB;
- + Proposal to the 2026 AGM;

ON BEHALF OF THE GMS CHAIRMAN



Tran Minh Binh

APPENDIX OF DISCUSSION TOPICS FOR THE 2026 AGM

Question 1:

Could the bank please share more about its business plan for 2026? What solutions will VietinBank implement to achieve its goals?

Response from Mr. Nguyen Tran Manh Trung - Board Member cum General Director

- VietinBank's 2026 business plan presented to the AGM:

1	Total revenue	179,673 billion VND
2	Profit after tax	34,080 billion VND
	ROE	17.95%
3	NPL ratio	≤ 1.8%
	Group 5 loan ratio	≤ 1.6%
4	Law enforcement situation	In accordance with the law on evaluating and classifying credit institutions in which the State holds more than 50% but less than 100% of the charter capital.

In addition, we plan that total assets to grow by 5-10%, credit growth within the limits approved by the State Bank of Vietnam (SBV) and in line with the SBV credit policy direction in each period, and funding growth in line with the credit growth rate, ensuring liquidity safety indicators.

- Some key solutions for implementing business operations in 2026:

- + Implement monetary, credit, and FX solutions, and carry out restructuring plans associated with handling bad debts in accordance with the Government and SBV directives.
- + Continue to sustainably increase the size of outstanding loans, increase the proportion of high-efficiency products with risks within the prescribed limits, and diversify access to banking and financial services for the economy.
- + Effectively manage asset-liability balance, ensuring liquidity safety; paying particular attention to increasing CASA and low-cost funding sources.
- + Implement projects to enhance customer experience to significantly and comprehensively improve the quality of products and services, and increase the proportion of non-interest income.
- + Continue to vigorously implement digital transformation in all aspects of operations in accordance with the Government and SBV directives.
- + Continue to strengthen the recovery and handling of bad debts.
- + Enhance risk management effectiveness, ensure compliance and safety in operations, and develop business while strictly controlling credit quality.
- + Continue to implement comprehensive solutions to improve financial capacity, manage costs effectively, and continue to control the rate of cost increase to be lower than the rate of income increase.
- + Restructure the organizational model, improve labor productivity and the quality of human resources.

Question 2:

- What are the biggest risks that the bank is truly concerned about for 2026? What is VietinBank's response plan?
- What are the biggest opportunities that the bank truly sees for 2026? What is VietinBank's action plan?

Response from Ms. Pham Thi Thanh Hoai - Board Member

- The biggest risk we are concerned about for 2026 is a **prolonged energy shock** that will worsen the macroeconomic environment simultaneously across multiple variables:
 - + Higher inflation: due to rising oil and commodity prices;
 - + Exchange rate pressure;
 - + High interest rates;
 - + Tighter system liquidity;
 - + Deterioration of asset quality.
- The most concerned aspect is not just the short-term increase in oil prices, but the risk of energy prices remaining high for an extended period (the end date of the Middle East conflict is currently unclear) and the accompanying supply disruptions (attacks on oil refineries require years to recover). This, in turn, puts pressure on inflation and exchange rates. Furthermore, scarce supply and rising input costs negatively impact customer segments and put pressure on debt quality.
- VietinBank's response plan:
 - + Strictly manage market and balance sheet risks.
 - + Review the portfolio of sensitive customers and industries, and take advantage of opportunities to approach customers in industries that benefit from the current situation.
 - + Prioritize credit structuring for customers with sound financial health, clear cash flow, essential industries, and sectors benefiting from public investment, infrastructure, and energy.
 - + Increase profitability and liquidity resilience through boosting CASA, fee income, transaction banking, digitalization, controlling capital costs, and strengthening stress testing, provisions, and cash flow monitoring.
- With monetary policy trending towards tightening and credit growth ceilings being limited, VietinBank's core strategy for 2026 is to **focus on intensive rather than extensive growth**, while developing **the New Business** through major solutions:
 - + Enhancing main bank services for key customers, with the strongest growth drivers coming from SMEs and retail; and deeply exploiting the large corporation/FDI ecosystem. Focusing on increasing high-quality SME and retail customers, prioritizing ecosystems with clear cash flow, credit, payment, guarantee, and FX needs; for large corporation/ FDI, maintaining market share to retain CASA and connect ecosystems.
 - + Promoting cross-selling on digital platforms such as iPay, eFAST, Open API, and ERP to increase CASA, fee income, and transaction frequency.
 - + Controlling asset quality and handling bad debts early, strengthening risk management discipline.
- In the context of traditional banking operations approaching their limits, VietinBank is also seeking impetus from **new business options through Fintech partners, e-wallets, gold exchanges, and digital assets** to diversify revenue streams and ensure increasingly sustainable profit growth:
 - + **Regarding cryptocurrency exchanges:**

- ✓ The demand for cryptocurrency trading in Vietnam is quite large, with an increasing number of blockchain businesses and startups, and investors tending to diversify their assets. Establishing an exchange will create a transparent trading channel, effectively combat money laundering, limit systemic risks from informal transactions, promote the capital market, and increase budget revenue.
- ✓ Regarding acting as an intermediary payment bank for the Digital Asset exchange: VietinBank has signed a MOU with a partner to unify and implement the cooperation contents between the two parties.
- + **Research on establishing and operating business at the International Finance Corporation (IFC):**
 - ✓ VietinBank is researching the establishment of suitable legal entities based on criteria aligned with VietinBank's business strategy.
- + **Plan for cooperation with Fintech/Start-ups:**
 - ✓ Implementing new business activities to promote collaborative business initiatives with fintech and start-ups to jointly develop the ecosystem and reach new customer segments such as consumer finance with high potential and NIM.

Question 3:

**What are the outstanding results of digital transformation implementation in the past?
What are the plans for digital transformation implementation in the future?**

Response from Ms. Pham Thi Thanh Hoai - Board Member

- 2025 marked the third year of VietinBank's digital transformation, based on four main pillars: **digitalization, data, technology, and people/organization**. VietinBank not only applies technology to operations but also reshapes its business model, customer experience, and management capabilities based on modern technology, big data, and artificial intelligence. Over **90 digital transformation initiatives have been implemented**, and more than **99%** of payment transactions are conducted through digital channels. We have established a Data & AI Division, operated a Digital Factory, and promoted the application of AI in operations. **Over 60 AI and Machine Learning initiatives** have been put into operation, covering many areas of activity, from predicting demand and suggesting products, identifying customers at risk of leaving, to providing early warning of credit risks.
- Entering 2026, VietinBank will reach a new level by building a comprehensive AI strategy, moving from implementing individual initiatives to comprehensively standardizing capabilities, people, platforms, risk management, and organization, ensuring that AI becomes one of the main drivers in the Bank's operations.
- In addition, VietinBank is also simultaneously implementing many large projects such as **CRM, Corporate Lending, Priority Customers, Core Card, optimizing Core Banking, and VietinBank iPay and VietinBank eFAST**, which will help make the impact of digital transformation more direct and evident on branch operations and customer experience.
- Based on that foundation, VietinBank focuses on standardizing and expanding digital transformation capabilities into the organization's new DNA, through operating **8 Competency Centers (CoEs)**, standardizing digital product development methods, advanced analytics, and expanding flexible working models according to Agile. Simultaneously, the bank strongly promotes a culture of innovation, encouraging employees, especially at branches, to proactively propose and test initiatives and link innovation with performance evaluation, competition, and capacity development, thereby creating long-term motivation for digital transformation to truly become a core competency and sustainable

competitive advantage of VietinBank.

- In 2026, VietinBank expects to **essentially complete 108 initiatives, ahead of the original plan**, and add a series of new initiatives arising from practical operations. In the near future, VietinBank will add 45 AI initiatives, such as customer behavior analysis, ensuring VietinBank's sustainable and long-term digital transformation journey.

Question 4:

What is the current status of negotiations for the transfer of the VietinBank Tower project? When does VietinBank expect to complete the project, and what is the projected profit?

Response from Mr. Nguyen Tran Manh Trung - Board Member cum General Director

- VietinBank, together with its partner, is striving to complete the project transfer in the first half of 2026. The transfer price will be officially determined by both parties and recorded in the official Project Transfer Agreement, ensuring compliance with the principle of transferring at market price but not lower than the appraised value and the actual value VietinBank has invested, thus maximizing VietinBank's rights and interests.

Question 5:

- **Due to domestic and international macroeconomic impacts, how much outstanding debt is at risk of being reclassified, and in which segments (real estate, SME, consumer) is it concentrated? What is the bank's NPL scenario for 2026?**
- **Is the current NPL coverage ratio sufficient to absorb the NPL scenario? Does the bank plan to proactively make additional provisions in the first half of 2026?**

Response from Mr. Nguyen The Huan - Board Member

- Under the direct impact of the US-Iran conflict; the risk of increased inflation due to rising oil and commodity prices; supply chain disruptions; exchange rate pressure; high interest rates; tighter system liquidity; and declining asset quality negatively impacting customer segments and putting pressure on loan quality, which tends to deteriorate. **NPL and Group 2 loan may increase in the coming period. VietinBank aims to control the NPL ratio in 2026 to $\leq 1.8\%$ and the Group 2 loan ratio to $< 3\%$.**
- To control NPL, VietinBank has a Loan Quality Management Committee at the Board of Directors level, a Loan Quality Management Council at the Board of Management level, and a Loan Quality Control Board at the branch level to monitor loan quality and propose solutions for early resolution. In addition, VietinBank will actively implement solutions to control NPL: **(i)** Strengthening portfolio screening and selecting customers to increase loan balances; **(ii)** Strictly controlling loan quality, proactively identifying potential risk sectors/fields/customers early, and strengthening early warning systems to promptly implement appropriate and practical support and solutions such as restructuring loan terms while maintaining loan classifications, offering preferential interest rates, etc., to help customers stabilize operations and overcome difficulties quickly; **(iii)** Proactively identifying risks early and implementing debt recovery and resolution measures to minimize losses for the bank.
- **The NPL coverage ratio in 1Q2026 remained stable at around 160%.** Credit costs will remain stable at a low level in 2026, however, this will still depend on the development of loan quality and potential macroeconomic risks. We make provisions based on two factors: business performance, financial capacity, and the results of loan restructuring, on the

principle of maintaining an appropriate NPL coverage ratio and enhancing financial capacity and resilience to potential economic risks.

- 2026 will be a challenging year for the real estate market and may affect the results of handling collateral assets. However, VietinBank has market-appropriate solutions such as credit programs and procedural support for customers who need to repurchase VietinBank's debt-restructuring real estate, to support customers and assist the bank in recovering debts quickly when the market is facing difficulties.

Question 6:

- **Deposit interest rates have increased rapidly and sharply in the first four months of 2026, putting significant pressure on the cost of capital. How long does the leadership team assess this cycle will last, and where will the peak interest rate be? What is the bank's strategy for restructuring its income-generating assets to offset the increased cost of capital, or will the NIM truly be eroded in the next 2-3 quarters?**
- **How long does the bank assess that liquidity in the banking system will remain strained? What measures will the SBV take to support liquidity in the system?**
- **What is VietinBank's projected CAR target for 2026? What measures will be taken to further improve the CAR in 2026? What are VietinBank's capital increase plans for the near future? Will CTG consider paying cash dividends in the near future (3-5 years)?**

Response from Mr. Le Thanh Tung - Board Member

- **Regarding interest rate trends:** Interest rates have risen rapidly and remained high recently, mainly reflecting the system's liquidity balancing needs and increased competition, putting pressure on banks' funding costs. Forecasting interest rate trends depends on many domestic and global factors, especially the developments in the conflict in Iran. In the base scenario, VietinBank believes that the cost of capital may remain high in the short term, but the rate of increase will slow down and gradually stabilize as market liquidity conditions become more favorable. However, if the oil price shock persists and the USD continues to strengthen, upward pressure on interest rates could continue into 2026.
- Regarding the impact on NIM, VietinBank acknowledges that short-term pressure is imminent. However, VietinBank does not consider this a structural erosion trend for NIM. The bank is implementing a comprehensive set of solutions to minimize this adverse impact, specifically:
 - + **Continuing to optimize the balance sheet structure**, including improving capital quality, increasing CASA, and adjusting the credit structure to prioritize segments with better profit margins and capital efficiency.
 - + **Promoting non-interest income** to reduce absolute dependence on NIM in maintaining profit growth.
 - + **Enhancing digital transformation capabilities and innovating** management across all operational aspects to improve competitiveness and labor productivity, increase revenue, and reduce costs.

Based on this, VietinBank's view is that NIM will remain under pressure in the short term. However, VietinBank will implement a comprehensive set of solutions to balance effective growth and risk management.

- The current system liquidity reflects pressure, evidenced by credit growth outpacing capital growth over a long period. To achieve a harmonious balance between economic growth and

macroeconomic stability, the SBV has flexibly implemented solutions to maintain system liquidity stability and interest rate stability. However, complex developments in the international market have created significant pressure on the SBV's monetary policy.

According to VietinBank's assessment, the SBV will implement a comprehensive set of solutions to support system liquidity through various operational tools such as exchange rates, interest rates, OMO, refinancing, and credit growth limits. Banks also recommend considering easing the calculation of deposits at the State Treasury to reduce pressure on the LDR. Simultaneously, the SBV will coordinate fiscal and monetary policies effectively.

VietinBank will continue to implement a rapid adaptation strategy, managing its capital balance strategy in line with market developments and the direction of the Government and the SBV, harmonizing the goals of ensuring safety, efficiency, sustainability, maintaining market share and customers.

- **CAR ratio:** VietinBank ratio as of December 31, 2025 was approximately 10%.

In 2026, VietinBank will manage its CAR ratio in compliance with current regulations of the SBV, while also maintaining buffers in stressful scenarios and moving towards compliance with Circular 14/2025 and Basel III standards. VietinBank will continue to implement comprehensive measures to enhance its own capital capacity, while striving to control its risk-weighted portfolio (RWA) to improve its capital adequacy ratio and enhance its financial capacity.

- As a State-owned commercial bank, VietinBank is limited in its capital raising sources compared to private commercial banks, as it can only raise capital from retained earnings. VietinBank will flexibly implement cash/stock dividend distribution methods as approved by competent authorities; continue to implement plans to increase charter capital from retained earnings and funds as approved by competent authorities, while also researching capital increase options in accordance with legal regulations.

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Address: 108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 84.24.39421030; Business Registration Certificate No.
0100111948 granted for the 13th time on 8/1/2024
Website: <https://investor.vietinbank.vn>

Hanoi, 24th April, 2026

No.: 30/NQ-ĐHĐCĐ

RESOLUTION

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (NO.01)
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE**

Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/01/2024 and amendments and supplements;

Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/6/2020 and amendments and supplements;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements; guiding documents for the implementation of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to the Minutes of 2026 Annual General Meeting of Shareholders (AGM) of VietinBank dated 24th April, 2026.

DECIDED:

Article 1. To approve the Report of the BoD on activities in 2025 and development orientation in 2026; Report of the Board of Management on business performance in 2025, orientation and plan for 2026; Report of the SB on 2025 activities and orientation in 2026 with several basic contents and criteria as follows:

1. Business performance in 2025:

- Total assets: VND 2,767,699 billion;
- Credit exposure: VND 1,994,686 billion;
- Funds mobilized: VND 1,967,762 billion;
- NPL/Credit exposure ratio as per Circular 31: 1%;
- Separated profit before tax: VND 41,146 billion;
- Consolidated profit before tax: VND 43,444 billion.

2. Key business targets in 2026 (Separate figures):

- Revenue: VND 179,673 billion;
- Net profit after tax: VND 34,080 billion;
- Return on equity: 17.95%;
- NPL Ratio: $\leq 1.8\%$;
- Group 5 loan ratio: $\leq 1.6\%$;



- Legal compliance status: In accordance with the law on evaluating and classifying credit institutions in which the State holds more than 50% but less than 100% of the charter capital.

The AGM authorized VietinBank's BoD to adjust the targets based on the opinions, directions, and approvals of the competent State authorities, market developments, and the actual business performance of VietinBank (*if any*), and to disclose information in accordance with regulations.

Article 2. To approve 2025 audited Financial statements (FS) of VietinBank prepared in accordance with Vietnamese accounting standards and Vietnamese accounting system for credit institutions as at 31/12/2025 and for the period ranging from 01/01/2025 to 31/12/2025 with the following key financial figures:

- Total assets: VND 2,767,699 billion;
- Credit exposure: VND 1,994,686 billion;
- Funds mobilized: VND 1,967,762 billion;
- NPL/Credit exposure ratio as per Circular 31: 1%;
- Separated profit before tax: VND 41,146 billion;
- Consolidated profit before tax: VND 43,444 billion.

The AGM authorized VietinBank's BoD to adjust the figures in 2025 audited FS according to the requirements of the State competent authorities (*if any*).

Article 3: To approve the selection of an independent audit organization to audit the FS and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS as follows:

- Approving the selection of Deloitte Vietnam Auditing Company Limited as the independent auditing organization to review the semi-annual FS, audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.
- Authorizing and assigning VietinBank's BoD:
 - + To decide on the necessary contents and organize the implementation of procedures to sign 2027 audit service contract with Deloitte Vietnam Auditing Company Limited.
 - + In the event that the signing of the audit service contract cannot be carried out, VietinBank's BoD is authorized to select another independent audit organization that meets the conditions stipulated in Circular 51/2024/TT-NHNN and is on the list of audit organizations approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2027 to review the semi-annual FS, audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.

Article 4. To approve the profit distribution plan for 2025 which VietinBank is submitting to competent State Authority for approval with the following:

- Separate profit after tax in 2025: VND 32,906,427 million;
- Adjustments by changing in previous year's profit : VND 22,078 million;
- Distributed profit: VND 32,928,505 million;
- Appropriation to Chartered Capital Supplementary Reserve: VND 3,292,850 million;
- Appropriation to Financial Reserve: VND 2,963,566 million;
- Appropriation to Investment and Development Reserve: VND 7,408,914 million;
- Appropriation to Bonus and Welfare Fund: VND 3,050,316 million;



- Remaining profit after compulsory funds appropriations and Bonus and Welfare Fund: VND 16,212,859 million;
- Stock dividend: according to the approval of the competent State Authority: VND 16,212,859 million.

The AGM authorizes VietinBank's BoD to: *(i)* Decide and implement the official 2025 profit distribution plan according to the approval of the competent State Authorities; *(ii)* Determine the amounts of appropriations of funds in 2026 from the separate profit after tax of 2025 that does not exceed the maximum amount according to applicable laws; *(iii)* Decide on the Bonus for the BoD and the SB for permitted purposes in accordance with the law.

Article 5. To approve the remuneration amount for the BoD and the SB in 2026 up to 0.25% of 2026 profit after tax of VietinBank.

Article 6: To approve the revision and newly-merged full text of VietinBank Charter according to the content stated in the Proposal for approval of amendments and supplements to VietinBank Charter and attached Appendix.

The GMS authorized VietinBank's BoD to approve the adjustments, amendments, and supplements to VietinBank Charter at the request of the SBV *(if any)*; Assigned Chairman of VietinBank's BoD to sign for promulgation of VietinBank Charter to consolidate the amendments and supplements approved by the GMS and approved to be adjusted by the BoD at the request of the SBV *(if any)*.

Article 7: To approve the revision and newly-merged full text of VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank according to the content stated in the Proposal for approval of amendments and supplements to VietinBank's internal Regulations and attached Appendices.

The GMS authorized VietinBank's BoD to approve the adjustments, amendments, and supplements to VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank to comply with VietinBank Charter at the request of the SBV *(if any)*; assigned Chairman of VietinBank's BoD to sign for promulgation of VietinBank's Regulations on Organization and Operation of the BoD and the Internal Governance Regulations of VietinBank to consolidate the amendments and supplements approved by the GMS and approved to be adjusted by the BoD to conform with the Charter of VietinBank at the request of the SBV *(if any)*.

Article 8: To approve the proposal for the dismissal and additional election of VietinBank's BoD members for term 2024 – 2029.

Article 9. To approve the proposal for the dismissal and additional election of VietinBank's SB members for term 2024 – 2029.

Article 10. To approve the dismissal of Mr. Nguyen Viet Dung from his position as member of VietinBank's BoD for term 2024 – 2029 to hold the position as VietinBank Deputy General Director.

Article 11. To approve the dismissal of Ms. Pham Thi Thom from her position as a member of VietinBank's SB for term 2024-2029 effective from 01/11/2025, due to retirement to receive social insurance benefits.

Article 12: To approve the additional election of Ms. Dang Thi Viet Ha to the BoD of VietinBank for term 2024 – 2029.

Article 13: To approve the the additional election of Ms. Nguyen Thi Huong to the Supervisory Board of VietinBank for term 2024 – 2029.

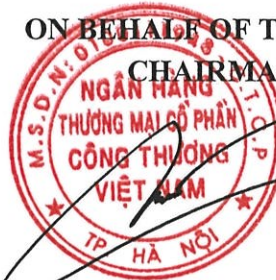
Article 14. Execution clause

1. This resolution was approved in full by 2026 AGM and takes effect from 24th April, 2026.
2. The Members of the BoD, Supervisory Board and the BoM are responsible for the implementation of this resolution and arranging for the implementation in consistence with their functions, in compliance with the provision of Laws and the Charter on Organization and Operation of VietinBank.

Recipients:

- As per Article 13;
- The SBV (for reporting purpose);
- The SSC, VNX, HOSE, HNX;
- VietinBank's website;
- Archived at: VP, NS2, VPHDQT1.

ON BEHALF OF THE AGM
CHAIRMAN



Tran Minh Binh

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Address: 108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 84.24.39421030; Business Registration Certificate No.
0100111948 granted for the 13th time on 8/1/2024
Website: <https://investor.vietinbank.vn>

Hanoi, 24th April, 2026

No.: 31/NQ-ĐHĐCĐ

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (NO.02)
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE

ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE

Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/01/2024 and amendments and supplements;

Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/6/2020 and amendments and supplements;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements; guiding documents for the implementation of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to the Minutes of 2026 Annual General Meeting of Shareholders (AGM) of VietinBank dated 24th April, 2026.

DECIDED:

Article 1. To approve the establishment of 03 Representative Offices of VietinBank in China, specifically:

1.1.In Shanghai:

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Thượng Hải.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Shanghai Representative Office.
- Abbreviated name: VietinBank Representative Office in Shanghai.
- Location: Shanghai, China.

1.2.In Guangzhou:

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Quảng Châu.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Guangzhou Representative Office.
- Abbreviated name: VietinBank Representative Office in Guangzhou.
- Location: Guangzhou, China.

1.3. In Chongqing:

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Trùng Khánh.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Chongqing Representative Office.
- Abbreviated name: VietinBank Representative Office in Chongqing.
- Location: Chongqing, China.

Article 2. Execution clause

1. This resolution was approved in full by 2026 AGM and takes effect from 24th April, 2026.
2. The Members of the BoD, Supervisory Board and the BoM are responsible for the implementation of this resolution and arranging for the implementation in consistence with their functions, in compliance with the provision of Laws and the Charter on Organization and Operation of VietinBank.

Recipients:

- As per Article 13;
- The SBV (for reporting purpose);
- The SSC, VNX, HOSE, HNX;
- VietinBank's website;
- Archived at: VP, NS2, VPHDQT1.

ON BEHALF OF THE AGM 

CHAIRMAN



Tran Minh Binh

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Address: 108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 84.24.39421030; Business Registration Certificate No.
0100111948 granted for the 13th time on 8/1/2024

Website: <https://investor.vietinbank.vn>

No.: 32/NQ-ĐHĐCĐ

Hanoi, 24th April, 2026

RESOLUTION**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (NO.03)
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE****ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE**

Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/01/2024 and amendments and supplements;

Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/6/2020 and amendments and supplements;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements; guiding documents for the implementation of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to the Minutes of 2026 Annual General Meeting of Shareholders (AGM) of VietinBank dated 24th April, 2026.

DECIDED:

Article 1. To approve the establishment of 01 Representative Offices of VietinBank in Singapore, specifically:

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Singapore.
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Singapore Representative Office.
- Abbreviated name: VietinBank Representative Office in Singapore.
- Location: Singapore.

Article 2. Execution clause

1. This resolution was approved in full by 2026 AGM and takes effect from 24th April, 2026.
2. The Members of the BoD, Supervisory Board and the BoM are responsible for the implementation of this resolution and arranging for the implementation in consistence with their functions, in compliance with the provision of Laws and the Charter on Organization and Operation of VietinBank.

Recipients:

- As per Article 13;
- The SBV (for reporting purpose);
- The SSC, VNX, HOSE, HNX;
- VietinBank's website;
- Archived at: VP, NS2, VPHDQT1.

ON BEHALF OF THE AGM
CHAIRMAN

Tran Minh Binh

VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADESOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Address: 108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 84.24.39421030; Business Registration Certificate No.
0100111948 granted for the 13th time on 8/1/2024
Website: <https://investor.vietinbank.vn>
No.: 33/NQ-ĐHĐCĐ

Hanoi, 24th April, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (No.04)
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADEANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY AND TRADE

Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/01/2024 and amendments and supplements;

Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/6/2020 and amendments and supplements;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements; guiding documents for the implementation of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to the Minutes of 2026 Annual General Meeting of Shareholders (AGM) of VietinBank dated 24th April, 2026.

DECIDED:

Article 1. To approve the establishment of 01 Representative Offices of VietinBank in Taiwan, specifically:

- Full name (in Vietnamese): Ngân hàng Thương mại cổ phần Công thương Việt Nam - Văn phòng đại diện tại Đài Bắc
- Full name (in English): Vietnam Joint Stock Commercial Bank for Industry and Trade – Taipei Representative Office
- Abbreviated name: VietinBank Representative Office in Taipei
- Location: Taipei, Taiwan

Article 2. Execution clause

1. This resolution was approved in full by 2026 AGM and takes effect from 24th April, 2026.
2. The Members of the BoD, Supervisory Board and the BoM are responsible for the implementation of this resolution and arranging for the implementation in consistence with their functions, in compliance with the provision of Laws and the Charter on Organization and Operation of VietinBank.

Recipients:

- As per Article 13;
- The SBV (for reporting purpose);
- The SSC, VNX, HOSE, HNX;
- VietinBank's website;
- Archived at: VP, NS2, VPHDQT1.

ON BEHALF OF THE AGM
CHAIRMAN



Tran Minh Binh



**VIETNAM JOINT STOCK COMMERCIAL BANK
FOR INDUSTRY AND TRADE**

Address: 108 Tran Hung Dao Str., Cua Nam Ward., Hanoi
Tel: 84.24.39421030 - Business Registration Certificate No. 010011948
granted for the 13th time on 08/01/2024

AGENDA
VIETINBANK'S 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Hanoi, 24th April 2026

TIME	AGENDA
07:30	SHAREHOLDERS REGISTRATION
-	- Shareholders register for the meeting
08:00	- Shareholders' eligibility checking
	OPENING
	- Announcement of reasons of the AGM and participants introduction
08:00	- Shareholders' eligibility checking report
-	- Voting, election instruction
08:45	- Introduction and approval of the Board of chairpersons and Vote counting committee
	- Appointment of AGM Secretariat
	- Opening Remark
	- Approval of AGM working regulations
	- Approval of AGM agenda
	CONTENTS (tentative)
	- Report of the Board of Directors (BoD) on task performance in 2025 and development orientation in 2026
	- Report of the Board of Management on business performance in 2025, orientation and plan in 2026
	- Report of the Supervisory Board (SB) on 2025's activities and orientation in 2026
	- Proposal for approval of 2025 audited financial statements
	- Proposal for the selection of an independent auditing firm to audit the financial statements and provide assurance services regarding the operation of the internal control system in the preparation and presentation of VietinBank's financial statements for 2027
08:45	- Proposal on 2025 profit distribution plan
-	- Proposal for approval of the remuneration for the BoD and the SB in 2026
12:00	- Proposal for approval of amendments and additions to the Charter on Organization and Operation of VietinBank
	- Proposal for approval of amendments and additions to the governance regulations of VietinBank
	- Proposal for approval of the establishment of representative offices abroad
	- Proposal for the dismissal and additional election of BoD members for the term 2024 - 2029
	- Proposal for the dismissal and additional election of SB members for the term 2024 - 2029
	- Other contents as prescribed by law and the Charter of VietinBank (if any)
	- Remarks delivered by Representatives of SBV and other relevant agencies (if any)
	- Discussion on the contents of reports and proposals
	VOTING AND ELECTIONS
12:00	- Voting on the contents of the reports and proposals/Election
-	- Teabreak, video about VietinBank
12:30	- Announcement of voting results/election results
	CLOSING
12:30	- Approval of AGM Minutes
-	- Approval of AGM Resolution
13:00	- Close of meeting

ORGANIZING BOARD

JK



**VIETNAM JOINT STOCK COMMERCIAL BANK FOR INDUSTRY
AND TRADE**

Address: 108 Tran Hung Dao Str., Cua Nam ward., Hanoi city
Tel: 84.24.39421030; Business Registration Certificate No. 0100111948
granted for the 13th time on 8/1/2024

**REGULATION
ON ARRANGEMENT OF VIETINBANK'S 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope and Applicability

1. This Regulation is applicable to 2026 Annual General Meeting of Shareholders (AGM or the meeting) of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank).
2. This Regulation provides for the rights and obligations of shareholders, attendees and participants to the AGM; conditions, and procedures for conducting the AGM.

Article 2: Eligibility to attend the meeting

1. Shareholders or authorized representatives of institutional shareholders named in the list of shareholders as at the record date, which was prepared for the purpose of the AGM, have the right to participate in the meeting or authorize other individuals or organizations to attend the meeting.
2. Shareholders may authorize all or part of their shares to another person to attend the AGM.
3. The authorization is only legally valid when all of the following conditions are met:
 - (i) Shareholders fill in all information on the Power of Attorney (*using VietinBank's sample or as per Civil Law's regulation*);
 - (ii) The Power of Attorney has the full signature, full name and seal (*for organization*) of the grantor and the agent.
 - (iii) The original hard copy of Power of Attorney is sent to VietinBank no later than the AGM's date (**24/4/2026**) via post mail to the following address: Secretariat Office to the Board of Directors (BoD) and Investor Relations, Office of the BoD, VietinBank, 108 Tran Hung Dao Street, Hoan Kiem ward, Hanoi city. Shareholders can send a photo/scan in advance to the email address: investor@vietinbank.vn and send the original hard copy via post mail later.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE MEETING**

Article 3: Rights and obligations of a shareholder, an authorized representative of institutional shareholder and authorized person (Delegate)

a. Rights of Delegate

1. To participate in the meeting or authorize other individuals or organizations to participate in the meeting to vote and elect on all issues within the AGM's competence as prescribed by law and Charter on organization and operation of VietinBank.
2. To receive voting cards, voting papers and election papers (with participants' code and the number of voting shares specified in such cards and papers) after completing the shareholders' eligibility checking. The voting power of the voting cards, voting and



election papers corresponds to the percentage of voting shares that delegate owns or represents to total number of voting shares of all delegates participating in the AGM.

3. To discuss and vote, elect directly at the AGM through the contents, including:
 - (i) Report of the Board of Directors (BoD) on task performance in 2025 and development orientation in 2026;
 - (ii) Report of the Board of Management on business performance in 2025, orientation and plan in 2026;
 - (iii) Report of the Supervisory Board (SB) on 2025's activities and orientation in 2026;
 - (iv) Proposal for approval of 2025 audited financial statements;
 - (v) Proposal for the selection of an independent auditing firm to audit the financial statements and provide assurance services regarding the operation of the internal control system in the preparation and presentation of VietinBank's financial statements for 2027;
 - (vi) Proposal on 2025 profit distribution plan;
 - (vii) Proposal for approval of the remuneration for the BoD and the SB in 2026;
 - (viii) Proposal for approval of amendments and additions to the Charter on Organization and Operation of VietinBank;
 - (ix) Proposal for approval of amendments and additions to the governance regulations of VietinBank;
 - (x) Proposal for approval of the establishment of representative offices abroad;
 - (xi) The proposal for the dismissal and additional election of VietinBank's BoD members for the term 2024 – 2029;
 - (xii) The proposal for the dismissal and additional election of VietinBank's SB members for the term 2024 – 2029.
 - (xiii) Other contents as prescribed by law and the Charter of VietinBank (*if any*).
4. Any delegate who joins late at the AGM shall be entitled to enroll in the meeting and has the right to participate and vote, elect after enrollment. The Chairman, however, has no responsibility to suspend the AGM and the validity of the voting, electing conducted prior to the time of that delegate's presence shall remained unaffected.

b. Obligations of Delegate

1. Bring ID Card or Passport, Invitation, a copy of Business Registration Certificate, a valid Power of Attorney (*in case of authorization*) for shareholders' eligibility checking.
2. Refrain from disrupting the order of the Meeting. Delegates may voice their opinions at the meeting hall or write their opinions in the Shareholder's comments/opinions sheets and deliver them to Organization Committee. When delegates want to voice their views at the meeting hall, registration with the Organization Committee is required and delegates must provide their name, address, and participant's code before expressing their opinions.
3. To comply with the provisions of this Regulation, the guidance and instructions of the Chairpersons related to filming, taking photos, speaking, voting, election...and respect the Meeting's outcome.

Article 4: Rights and obligations of the Eligibility Committee

1. Eligibility Committee is set up and appointed by Board of Directors of VietinBank
2. Duties of Eligibility Committee:

- To check the shareholders' eligibility: ID Card or Passport, Invitation, a copy of Business Registration Certificate, a valid Power of Attorney (*in case of authorization*);
 - To deliver Voting cards, Voting papers, Election papers to delegates;
 - To report to the AGM about the result of shareholders' eligibility checking.
3. Eligibility Committee may set up its assisting team to complete its task.

Article 5: Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of the Chairperson and other members (who are not candidates to be elected to the Board of Directors/Supervisory Board), nominated by the Chairmanship and approved by the AGM.
2. Duties of The Vote Counting Committee:
 - To guide delegates on how to use voting cards, voting papers and election papers;
 - To collect voting cards, voting papers and election papers and conduct vote counting.
 - To make minutes of vote counting and report to the AGM on the results of counting votes and elections.
3. The Vote Counting Committee may set up its assisting team to complete its tasks.

Article 6: Rights and obligations of the Chairmanship Panel and Secretariat

1. Chairmanship Panel consists of a Chairperson and other members elected and approved by the AGM, having responsibility to chair the AGM.
2. The decisions of the Chairmanship Panel on the orders, procedures or incidents arising beyond the meeting agenda are final.
3. Chairmanship Panel has the right to take necessary actions to ensure the order and the validity of the meeting, or true reflection of the expectation of the majority of participants at the AGM.
4. Chairmanship Panel may adjourn the AGM to another time (in accordance with the provisions of the Law on Enterprise and VietinBank's Charter on Organization and Operation) and at another venue at the sole discretion of the Chairperson without obtaining opinions from shareholders if occurs one of the following cases:
 - The meeting venue fails to sufficiently accommodate all participants;
 - The means of information at the AGM does not guarantee the delegates to participate, discuss, vote and elect.
 - There is attendee interfering, disrupting, threatening the fair and lawful progress of the meeting;
 - The postponement is necessary to ensure that the AGM is conducted legally.
5. The Secretariat, consists of the Chairperson and other members, appointed by the Chairmanship Panel, shall prepare AGM minutes and draft AGM resolution and provide other task as assigned by the Chairmanship Panel.

CHAPTER III
AGM PROCEDURES

Article 7: Conditions for conducting the AGM

The Meeting shall be conducted if the number of delegates presenting at the AGM represents for at least 65% of total voting shares in accordance with the shareholders' list as at record date for the purpose of convening the AGM.

Article 8: Conducting the AGM

1. The AGM is scheduled to take place for ½ day.

2. Participants shall approve the meeting agenda, discuss each in turn and vote through the contents mentioned in the Clause 3, Article 3 of this Regulation.

Article 9: Approval of AGM's decisions

1. The contents at the AGM shall only be ratified if approved by at least 50% of the total number of voting shares of participating delegates.
2. The election of members of the Board of Directors/Supervisory Board shall be conducted on cumulative voting basis, whereby the total number of votes given to each delegate shall be the number of shares held by him/her multiplied by the number of elected members of the Board of Directors or the Supervisory Board and delegate has the right to put all or part of his/her total votes for one or several candidates. The election is carried out in accordance with the Regulation on election of members of the Board of Directors/ Supervisory Board (presented by the Chairmanship Panel and approved by the AGM).

Article 10: Minutes of the AGM

The contents of the AGM shall be recorded in written form and kept in accordance with relevant regulations. Minutes of the AGM shall be prepared and approved before the closing of the meeting.

CHAPTER IV OTHER PROVISIONS

Article 11: In case of failure in holding the AGM

1. In case of failure to meet the condition to conduct the Meeting as stipulated in Article 7 hereof, another meeting (second meeting) must be convened within 30 days from the planned date of the original meeting. The second meeting shall be conducted if participated delegates represent at least 51% of the total voting shares.
2. In case of the second meeting is not eligible to be conducted under the provisions of paragraph 1 of this Article, the third meeting shall be convened within 20 days from the planned date of the second meeting. In this case, the AGM shall be conducted regardless of the number of participating delegate and be deemed valid and shall have the right to decide on all issues which may be approved by the first AGM.

CHAPTER V EXECUTION PROVISION

Article 12: Validity

1. This regulation consists of 5 chapters, 12 articles and shall be effective immediately upon approval of the AGM.
2. Delegates who attend to the AGM are responsible for the execution of this Regulation.

Hanoi, 24th April 2026

**ON BEHALF OF AGM
CHAIRMAN**



Tran Minh Binh

108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 024.39421030

Hanoi, April 23rd, 2026

Business Registration Certificate No. 0100111948
13th revision dated January 8, 2024

REPORT OF THE BOARD OF DIRECTORS ON PERFORMANCE IN 2025 AND DEVELOPMENT ORIENTATION FOR 2026

In 2025, the global economic and political landscape continued to experience complex fluctuations, presenting numerous difficulties and challenges. Vietnam was not immune to the chain of global geopolitical impacts, facing intertwined difficulties, challenges, opportunities, and advantages, with challenges prevailing. From July 1, 2025, the two-tier local government model was officially implemented, marking a revolutionary transformation in the organizational apparatus as the country enters a new era. The policies and resolutions of the Party and the Government on economic development, digital transformation, administrative reform, and Party building were vigorously implemented, creating momentum for sustainable economic growth in 2025. GDP growth in 2025 reached **8.02%**, surpassing the National Assembly's target of 7% - 7.5%. Vietnam became one of the fastest-growing economies in the region and the world, with the main drivers of growth stemming from the robust recovery of industrial production, a surge in exports, and highly effective disbursement of public investment.

Against this backdrop, VietinBank closely adhered to the policies and orientations of the Party, the State, and market developments, directing the comprehensive implementation of business solutions, promoting **safe and effective credit growth** in tandem with risk control; vigorously transforming the **growth model**, advancing digital transformation, rapidly shifting the income structure, and expanding modern service channels; proactively optimizing cost efficiency and strengthening asset quality control; and resolutely implementing the plan for **restructuring in conjunction with the bad debts recovery for the 2021–2025 period**, while accelerating restructuring measures to facilitate continued safe and effective growth.

I. PERFORMANCE OF THE TASKS ASSIGNED BY THE GENERAL MEETING OF SHAREHOLDERS

1. Results of the Implementation of the 2025 Business Plan

In alignment with the resolutions approved by the General Meeting of Shareholders (AGM/GMS), the Board of Directors of VietinBank (BoD) has decisively directed the implementation of business solutions from the outset of the year, aiming for effective, safe, and sustainable growth.

The results of the implementation of several key targets assigned by 2025 AGM are as follows:



2

(Unit: VND billion, %)

Indicator	31/12/2024	31/12/2025	31/12/2025 vs 31/12/2024		Targets set by 2025 GMS	Tracked against 2025 targets
			+/-	+/- %		
Total Assets	2,385,388	2,767,699	382,311	16%	To grow by 8-10%	Achieved
Mobilized Funds	1,757,995	1,967,762	209,768	11.9%	To grow in line with credit growth, in alignment with the SBV-required prudence ratios	Achieved
Credit Exposure	1,725,877	1,994,686	268,809	15.6%	To follow the SBV-approved credit growth limits and SBV's credit policy orientation in each period	Achieved
NPL Ratio (Circular 31)	1.1%	1%			<1.8%	Achieved
Profit Before Tax (Separate)	30,361	41,146	10,785	35.5%	32,500	127%
Profit Before Tax (Consolidated)	31,764	43,444	11,680	36.8%		

(Source: Audited consolidated and separate financial statements (FS) for 2024 and 2025)

The results of the implementation of several key activities of VietinBank are as follows:

1.1. Safe and Effective Credit Growth

- Consolidated credit exposure exceeded **VND 1.99 quadrillion**, representing an increase of **15.6%** compared to the end of 2024;
- Credit growth was directed towards production and business sectors, priority areas as defined by the Government and the State Bank of Vietnam (SBV), and essential sectors of the economy; resources were prioritized to support individuals and enterprises in their production and business activities and to overcome difficulties;
- VietinBank continued to restructure its credit portfolio in line with the orientation of promoting loan growth in the retail customer segment and small and medium-sized enterprises (SMEs), resulting in the proportion of credit exposure in these two segments increasing from **61.5%** at the end of 2024 to **63%** at the end of 2025.

1.2. Efficient Funding Growth and Optimal Funding Structure Management

- VietinBank synchronously implemented solutions to effectively manage assets and liabilities balance, achieve stable and sustainable growth in mobilized funds, and flexibly and diversely utilize both domestic and international funding sources. Consolidated mobilized funds reached nearly **VND 1.97 quadrillion**, up **11.9%** compared to 2024.
- Notably, VietinBank's **CASA funds** continued to grow strongly, reaching **VND 458.1 trillion**, ranking among the **top 3** banks in Vietnam in terms of CASA scale and growth rate. The CASA-to-total mobilized funds ratio reached **25.5%**, a positive improvement compared to the end of

2024 (24.8%), thereby contributing significantly to VietinBank's cost of fund control.

- VietinBank consistently maintained its LDR and other liquidity ratios in compliance with SBV regulations.

1.3. Strengthening Risk Management Capacity, Promoting Recovery of Bad Debts and Written-off Debts

- Risk management was enhanced, with a focus on forecasting and identifying customers with potential risks, and proactively developing scenarios for loan quality. VietinBank established task forces for regions and branches experiencing deteriorating loan quality or significant bad debts. Continuous review and assessment of customers' loan group transitions were conducted to prevent the emergence of group 2 debts or unexpected bad debts. As a result, the bad debt ratio under Circular 31 at the end of 2025 was controlled at 1%, lower than in 2024 and well within the target of below 1.8% as assigned by the GMS.
- VietinBank made risk provisions in accordance with regulations, with total provisions set aside in 2025 amounting to VND 17.2 trillion, and provisions used for write-offs totaling VND 19.1 trillion. The bad debt coverage ratio in 2025 reached **158.8%**, maintaining a high level.
- VietinBank continued to implement comprehensive solutions for the recovery and handling of bad debts and written-off debts; applied differentiated approaches for self-recovery/restructuring of debts for customers or customer groups; developed a set of indicators and management thresholds to effectively segment recovery and handling solutions for bad debts and written-off debts. Accordingly, recovery of write-offs reached nearly **VND 10 trillion**, up **17.9%** compared to 2024, **the highest ever**, making a positive contribution to the Bank's operational efficiency.
- VietinBank also strengthened its IT risk management model, organizational structure, and operations to ensure business continuity, and implemented strategic consulting projects on cybersecurity, Pentest, RedTeam, and Cyber Intelligence, among others.

1.4. Enhancing Cost Efficiency and Management

- Operating expenses efficiency continued to improve, with the CIR in 2025 maintained at **30.4%**. VietinBank continued to prioritize the allocation of expenses directly supporting business activities, accelerating digital transformation, and enhancing service quality and human resources, thereby laying the foundation for the Bank's sustainable development.

1.5. Continued Growth in Operating Income and Improved Profitability

- Total operating income reached **VND 87.3 trillion**, up **6.6%** compared to 2024. Of which, net interest income (excluding guarantee fee income) reached **VND 64.6 trillion**, up **6.7%** year-on-year, accounting for **74%** of total operating income. Non-interest income (including guarantee fee income) reached **VND 22.7 trillion**, up **6.2%** compared to 2024. Several income streams recorded strong growth over 2024, including trading/investment securities, payment services, income from capital contribution/equity investment, and income from recovery of written-off debts.
- Key profitability indicators continued to improve: **ROA** reached **1.69%**, and **ROE** reached **21.25%**, a significant improvement compared to 2024 (1.44% and 18.57%, respectively).

Overall, in 2025, with the comprehensive implementation of business solutions, VietinBank's profit before risk provision reached **VND 60.7 trillion**, up **2.3%** compared to 2024, **the highest ever and among the top in the banking sector**. Consolidated profit before tax reached **VND 43.4 trillion**,

up 36.8% year-on-year, ranking **Top 2 in the banking industry**. Separate profit before tax reached **VND 41.1 trillion**, up 35.5% compared to 2024 - fulfilling 127% of the target assigned by the GMS - thereby creating a strong financial foundation for VietinBank to continue to fulfill its role as a leading state-owned commercial bank, a pillar of the economy, making significant contributions to the State budget and the country's socio-economic development in the coming period.

2. Selection of Independent Audit Firm

At the 2025 AGM on April 18, 2025, the GMS authorized the BoD to select an independent audit firm that meets the requirements stipulated in Circular 51/2024/TT-NHNN and is included in the list of audit firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2025, to conduct the review of the semi-annual FS, audit the annual FS, and provide assurance services for the internal control system related to the preparation and presentation of VietinBank's FS for 2026.

Currently, the BoD is directing relevant units to carry out procedures for selecting the independent audit firm for 2026, and VietinBank will disclose information in accordance with regulations.

3. Profit Distribution for 2024

According to Resolution No. 29/NQ-ĐHĐCĐ dated April 18, 2025, the 2025 AGM approved the profit distribution plan for 2024, which VietinBank was submitting to the competent State authorities for approval and authorizing the BoD to: (i) Decide and implement the official profit distribution plan for 2024 based on the approval of the competent State authorities; (ii) Decide on the provisional appropriation of funds in 2025 from the 2024 separate profit after tax, ensuring it does not exceed the maximum appropriation rate as prescribed; (iii) Decide on the use of the annual bonus fund for managers for permitted purposes in accordance with the law.

Based on Official Letter No. 8305/NHNN-TCKT dated September 23, 2025 from the SBV regarding the payment of 2024 cash dividends, the BoD issued Resolution No. 384/NQ-HDQT-NHCT-VPHDQT1 dated September 30, 2025, approving the payment of 2024 cash dividends to VietinBank shareholders at a rate of 4.5% of par value (i.e., VND 450 per share). VietinBank completed the dividend payment to shareholders on **November 17, 2025**. For the remaining profit of 2024 after the cash dividend distribution, VietinBank will continue to work with the competent State authorities and disclose information in accordance with regulations.

4. Consolidation of the BoD and Supervisory Board (SB); Remuneration of the BoD and the SB in 2025

4.1. Consolidation of the BoD and the SB for the 2024–2029 Term

At the 2025 AGM held on April 18, 2025, the list of members of the BoD and SB of VietinBank for the 2024–2029 term was consolidated as follows:

- Mr. Nguyen Duc Thanh resigned from the position of BoD member to assume the position of Deputy General Director as of April 18, 2025.
- Mr. Nguyen Van Anh was elected as a BoD member as of April 18, 2025.
- Mr. Nguyen Hai Dang and Ms. Pham Thi Thu Huyen were elected as SB members as of

April 18, 2025; Ms. Mai Huong Thao was elected as an SB member as of July 1, 2025¹.

Accordingly, the BoD of VietinBank for the 2024–2029 term currently consists of **11** members:

- Mr. Tran Minh Binh – Chairman of the BoD
- Mr. Nguyen Tran Manh Trung – BoD member cum General Director
- Mr. Tran Van Tan – BoD member
- Mr. Le Thanh Tung – BoD member
- Mr. Nguyen The Huan – BoD member
- Ms. Pham Thi Thanh Hoai – BoD member
- Mr. Nguyen Viet Dung – BoD member
- Mr. Nguyen Van Anh – BoD member
- Mr. Koji Iriguchi – BoD member cum Deputy General Director
- Mr. Takeo Shimotsu – BoD member
- Mr. Cat Quang Duong – Independent BoD member

The SB of VietinBank for the 2024–2029 term currently consists of **05** members:

- Ms. Le Anh Ha – Head of the SB
- Ms. Nguyen Thi Anh Thu – SB member
- Mr. Nguyen Hai Dang – SB member
- Ms. Pham Thi Thu Huyen – SB member
- Ms. Mai Huong Thao – SB member

4.2. Remuneration of the BoD and the SB in 2025

The payment of remuneration of the BoD in 2025 was implemented in accordance with the approval of the GMS. In 2025, VietinBank continued to implement a series of measures to share, support, and resolve difficulties for customers, as well as to reduce the Bank's operating expenses. In 2025, although VietinBank's consolidated profit increased by 36.8%, the average actual salary of the BoD and SB increased at a lower rate due to the maximum cap stipulated in Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government and Official Letter No. 10576/NHNN-TCCB dated December 1, 2025, of the SBV. Accordingly, the actual remuneration rate in 2025 for BoD and SB members was **0.11%** of after-tax profit for 2025, lower than the rate approved by the 2025 AGM on April 18, 2025 (maximum 0.25%). Specifically:

¹ Ms. Pham Thi Thom resigned from her position as Member of the SB as of November 1, 2025, to retire and receive social insurance benefits. Ms. Pham Thi Thom has submitted her resignation letter to VietinBank. VietinBank has disclosed this information in accordance with regulations, and the BoD will report to the 2026 AGM. Mr. Dao Xuan Tuyen was elected to the SB by the 2025 AGM and will assume the rights and responsibilities of a Member of the SB after obtaining the approval from the Party Committee of the Government and the decision of the Standing Committee of the VietinBank Party Committee to relieve him from the position of Standing Deputy Head of the Inspection Committee of the VietinBank Party Committee. However, as of now, Mr. Dao Xuan Tuyen has not yet assumed the position of Member of the SB.

- BoD members: VND 20,887 million (including BoD members cum General Director);
- SB members: VND 8,369 million.

(The income of the Board of Management (BoM) was VND 16,899 million. The remuneration of each BoD and SB member and the income of each BoM member are detailed in Note 42 – 2025 Audited Consolidated FS of VietinBank and Note 39 – 2025 Audited Separate FS of VietinBank.)

5. Listing of 2025 Publicly Offered Bonds of VietinBank on the Hanoi Stock Exchange after Completion of Offerings

At the 2025 AGM on April 18, 2025, the listing of VietinBank's 2025 publicly offered bonds on the Hanoi Stock Exchange (HNX) after the completion of the offerings was approved. The BoD was authorized and assigned to decide and direct the implementation of procedures related to the registration and listing of the 2025 publicly offered bonds on HNX, ensuring full compliance with legal regulations.

Regarding the issuance of publicly offered bonds, pursuant to the BoD' Resolution No. 303/NQ-HDQT-NHCT-VPHDQT1 dated August 7, 2025, the State Securities Commission issued the Certificate of Public Bond Offering Registration No. 420/GCN-UBCK dated November 12, 2025, with a total value of **VND 10 trillion**, divided into three tranches (*Tranche 1 and Tranche 2: VND 4 trillion each; Tranche 3: VND 2 trillion*). On January 20, 2026, VietinBank completed the first tranche, successfully offering over **VND 2.2 trillion** and reported the results in accordance with regulations. Hanoi Stock Exchange had Decision No. 202/QD-SGDHN dated March 20, 2026 on the listing approval of VietinBank's public offering bonds for tranche 1). Currently, VietinBank is carrying out procedures to list the first tranche of publicly offered bonds as required. For the second and third tranches, VietinBank will consider implementation depending on market conditions.

6. Approval of the Charter Capital Increase Plan via Stock Dividend Payment from Reaming Profits for 2021, 2022, and the 2009–2016 Period (“the Charter Capital Increase Plan”)

At the 2025 AGM on April 18, 2025, the plan to increase VietinBank's charter capital, which was submitting to the competent State authorities, was approved. The BoD was authorized and assigned to decide and adjust the charter capital increase plan based on the approval of the competent State authorities.

Pursuant to Official Letter No. 9402/VPCP-ĐMDN dated October 1, 2025 from the Government Office regarding the payment of stock dividends to increase charter capital from remaining profits accumulated during 2009–2016 and in 2021, 2022; Decision No. 3414/QĐ-NHNN dated October 8, 2025, from the SBV approving the plan for additional State capital investment in VietinBank; the BoD issued Resolution No. 410/NQ-HDQT-NHCT-VPHDQT1 dated October 17, 2025, and Resolution No. 444/NQ-HDQT-NHCT-VPHDQT1 dated November 11, 2025, approving and updating the charter capital increase plan.

Based on Official Letter No. 10317/NHNN-QLGS dated November 25, 2025, from the SBV approving VietinBank's charter capital increase proposal, VietinBank has implemented procedures to issue shares for dividend payment and completed the charter capital increase from **VND 53.7 trillion to VND 77.7 trillion** in 2025, thereby strengthening the Bank's sustainable financial buffer for long-term business operations.

7. Results of the Implementation of VietinBank's Plan for Restructuring in Conjunction with Bad Debts Recovery for the 2021–2025 Period (“the Restructuring Plan”)

According to Resolution No. 27/NQ-ĐHĐCĐ dated April 27, 2024, the 2024 and 2024–2029 term AGM approved the contents of the Restructuring Plan. The BoD was assigned to: (i) Develop, approve, and implement detailed solutions based on the Restructuring Plan approved by the GMS; (ii) Approve adjustments to the Restructuring Plan in line with actual circumstances and as required by competent State agencies *(if any)*. Accordingly, based on VietinBank's actual operations and the requirements of the SBV, the BoD approved adjustments to the Restructuring Plan and directed the implementation of key solutions and tasks set out in the Restructuring Plan.

On the basis of Restructuring Plan implementation, VietinBank's business activities have seen many positive changes, with business performance continuously improving, financial capacity enhanced in parallel with risk control, ensuring all operational prudence indicators are met, and fulfilling the annual plans assigned by the SBV and the GMS.

The results of several specific financial targets are as follows:

No.	Indicator	Target by 2025	Performance by 2025	Assessment
1	Total Assets	Minimum average growth of 5% for the entire period	Average growth of 15.6%	Exceeded target
2	Mobilized Funds	Growth in line with credit growth, in alignment with the SBV-required liquidity ratios	Average growth of 13.4%	Exceeded target
3	Credit Exposure	Expected average growth of at least 5–10% per year for the period	Average growth of 14.3%	Exceeded target
4	CAR	Compliance with SBV regulations	Compliance with SBV regulations	Achieved
5	Profit Before Tax	Average growth of 5–10% per year for the entire period	Average growth of 20.6%	Exceeded target

Alongside outstanding financial results, VietinBank's key initiatives have been implemented decisively and closely aligned with the directions of the Party and the Government.

- Enhancing Financial Capacity, Credit Quality, and Operational Efficiency:

In recent years, VietinBank has synchronously implemented solutions to increase capital and improve investment efficiency, thereby strengthening financial capacity and improving the capital adequacy ratio. As of December 31, 2025, VietinBank's charter capital reached nearly VND 77.7 trillion, up 62% compared to the period before the implementation of the plan. The capital adequacy ratio reached 10%, further improved compared to December 31, 2024, continuing to consolidate financial resources for sustainable business development while ensuring compliance with Circular 41 and improving the capital buffer in accordance with Circular 13. VietinBank strives to follow the roadmap set out in Decision No. 412/QĐ-TTg approving the sovereign credit rating improvement scheme to 2030 and Decision No. 689/QĐ-TTg dated June 8, 2022, of the

Prime Minister regarding the approval of the “Restructuring the credit institution system in association with bad debts recovery for the 2021–2025 period” project.

Additionally, VietinBank has consistently focused on improving asset quality, with the goal of concentrating credit in key sectors and priority areas as directed by the SBV and the Government, targeting low-risk sectors and business activities based on regional strengths; developing clean agriculture, high-tech and organic applications; and promoting industrial livestock farming with advanced technology. VietinBank’s credit growth always aligns with its fund mobilization capacity and complies with liquidity ratios. At the same time, VietinBank continuously digitizes banking operations, proactively updates technology, accelerates automation across all banking activities, launches new products and services, improves service quality, and enhances customer experience.

- Solutions to Enhance Business Management Capacity, Transparency in Operations, Modernization, and Competitiveness:

VietinBank always ensures compliance with legal regulations related to credit institution operations and governance requirements for listed companies. The Bank’s governance activities aim for sustainable development, ensuring independence in authority, responsibility, and obligations of the BoD, BoM, SB, and developing staff capacity.

During 2021–2025, VietinBank made strong investments in upgrading IT infrastructure, payment systems, and enhancing security, ready to provide infrastructure for the Bank’s digital transformation and comprehensive business transformation. VietinBank continues to shift customers from traditional channels to digital channels, increasing convenience and differentiated experiences for customers, attracting new customers, deepening the engagement and strengthening relationships with existing customers.

At the same time, VietinBank continues to upgrade and adopt risk management systems in line with Basel Committee principles and standards, and the roadmap for Basel II/III implementation in Vietnam. VietinBank has met requirements for capital calculation using the standardized approach as per Circular 41, progress and roadmap for piloting Basel II using the advanced approach.

- **Network Development Solutions:** From 2021 to 2025, VietinBank proactively consolidated and improved the efficiency of its branch network, reorganizing and reallocating transaction offices across provinces and cities without increasing the network scale, thereby contributing to the successful restructuring of VietinBank’s operations and supporting national target programs (rural development, sustainable poverty reduction, promoting cashless payment channels, etc.).
- **Promoting Green Credit and Green Banking:** ESG theme has been incorporated into VietinBank’s medium- and long-term plans, integrating sustainable development into the Bank’s business activities. VietinBank has issued sustainable development messages, defined sustainable development goals and commitments, which are published on the Bank’s website. By the end of 2025, VietinBank’s total green credit exposure reached approximately VND 56 trillion.
- **Developing Non-Credit Service Activities:** VietinBank proactively and regularly researches, updates, and diversifies advanced financial products and services to fully meet customers’ financial service needs, thereby increasing the effectiveness of non-credit service activities and making a positive contribution to the Bank’s total income.

- **Bad Debts Resolution Solutions:** VietinBank has placed special emphasis on promoting the recovery of bad debts and written off debts, achieving many positive results during 2021–2025. The total recovery of written off debts in this period reached VND 31,425 billion in principal, with nearly VND 10 trillion recovered in 2025 alone - the highest annual recovery amount to date.
- **Solutions for the VietinBank Tower Project:** Regarding the project transfer plan, from 2021 to 2025, VietinBank and the investor actively negotiated with contractors and related parties. To date, the contract transfer has basically reached consensus on the main contents of the tripartite agreement with most contractors and is in the process of being submitted to the competent State authorities for approval.

I. GOVERNANCE REPORT

1. Continued Organizational Consolidation and Enhancement of Human Resource Effectiveness

VietinBank implemented the project “Streamlining, Innovating, and Enhancing the Quality of VietinBank’s Workforce,” focusing on staff downsizing, restructuring human resources, boosting labor productivity, and consolidating and transforming the organizational model towards streamlining, specialization, and optimization. This included restructuring the branch network, reducing the total number of transaction offices from **953** in 2024 to **845** in 2025, and developing talent in conjunction with controlling labor growth and overall personnel structure.

VietinBank also digitized HR operations, applying AI in branch staffing, performance management, and personnel records. The Bank continued to innovate its salary fund allocation mechanism to enhance labor productivity, introduced incentive policies for high-performing branches, and maintained fixed salary fund allocation mechanisms for the Head Office, promoting sales-incentive salary for branch staff.

VietinBank focused on training by organizing over 100 classes with more than 13,000 participants, achieving an average trainee evaluation score of 4.97/5. The Bank continued to prioritize courses on digital transformation, data and AI, sales capability, professional skills for branch sales teams, and leadership, management, and potential talent development across the system.

2. Accelerating Digital Transformation for Breakthrough Success

2025 marked a significant shift for VietinBank from **digitizing operations** to **comprehensive digital transformation**, serving as a central pillar in the Bank’s long-term development strategy. VietinBank not only applied technology in operations but also reshaped its business model, customer experience, and management capabilities based on modern technology, big data, and artificial intelligence. Over **90 digital transformation initiatives were implemented**, with more than **99%** of payment transactions conducted via digital channels. The Data & AI Division was established, the Digital Factory was operated, and AI application in operations was accelerated—highlighted by the **VietinBank Genie virtual assistant**, which reduced document search time by **95%**. More than **50 AI and Machine Learning initiatives** were deployed across various activities, including demand prediction and product recommendations, identifying customers at risk of attrition, and early credit risk warnings. As a result, VietinBank was honored by the Ministry of Science & Technology as an **Outstanding Digital Transformation Enterprise in 2025**.

3. Continued Strengthening of Financial Capacity and Enhanced Financial Management through Supervision and Operating Expenses Control

VietinBank remained flexible in assets and liabilities management, closely monitoring domestic and international market developments, adjusting deposit interest rates across terms in line with SBV monetary policy directions, ensuring liquidity safety, and complying with SBV prudence ratios. The Bank implemented comprehensive measures to enhance capital adequacy, consolidate financial resources for sustainable business development, ensure compliance with Circular 41, improve capital buffer in accordance with Circular 13, and move towards compliance with Circular 14/2025/TT-NHNN under international Basel III standards.

4. Elevating Customer Experience and Comprehensive Service Quality Management Along the Customer Journey

Over the past year, VietinBank made significant progress in transforming service quality management towards a customer-centric approach, aligning with international best practices in customer experience (CX) management. Notably, the successful implementation of the CX Project and the completion of the CX management model across the system have established a methodical CX management foundation aligned with global standards.

VietinBank also standardized operational metrics and improved internal management tools/systems, deploying a set of **49 operational and service quality indicators** measured automatically on the Service Quality Dashboard to enhance transparency, supervision, and operational efficiency.

5. Developing New Business Models – Anticipating Trends and Expanding Growth Space

VietinBank proactively researched and developed new business models, capitalizing on opportunities from sandbox policies, international financial center (IFC) development policies in Vietnam, and market trends such as green finance, digital finance, and digital exchanges. This diversification of products enhanced competitiveness and supported the modernization of Vietnam's financial market.

VietinBank also promoted diverse partnerships, including international partners, to develop a digital ecosystem, advance financial inclusion, and position itself as a **bank that creates a modern financial ecosystem** at both national and regional levels.

6. Compliance with Corporate Governance Regulations Applicable to Large-Scale Publicly Listed Companies

6.1. Summary of Meetings and Resolutions/Decisions of the BoD

In 2025, the BoD held regular meetings to evaluate business results, set directions, provide operational guidance, and discuss topics and issues serving the Bank's governance. In addition, the BoD made numerous decisions through meetings or written consultations. The list of BoD Resolutions/Decisions in 2025 is disclosed in Appendix 01 – Corporate Governance Report 2025 of VietinBank.

6.2. Activities of BoD Members

The BoD and the Chairman of the BoD organized performance evaluations for each BoD

member in 2025. All BoD members fulfilled their duties in accordance with VietinBank's Charter, the BoD's Organization and Operation Regulations, the BoD's Supervisory Regulations, and legal requirements, ensuring the overall effectiveness of VietinBank's operations and shareholders' interests. Members studied, assessed the situation and performance, contributed to strategic direction and business plans, attended BoD meetings, discussed and voted on matters within the BoD's authority, and were accountable to the GMS and the BoD for their decisions. They implemented resolutions and decisions of the GMS and BoD, and were responsible for reporting to the GMS and BoD upon request. Members also performed other rights and obligations as assigned by the BoD, the Chairman, and as prescribed by law. Additionally, BoD members comprehensively supervised key operational areas as assigned, promptly identifying and supporting the resolution of shortcomings and limitations in management and implementation at all levels.

6.3. Activities of the Independent BoD Member and Evaluation Results of the Independent BoD Member on BoD Activities

In 2025, VietinBank had one independent BoD member, Mr. Cat Quang Duong. The independent BoD member exercised his powers and responsibilities as an independent BoD member in accordance with current laws and VietinBank's internal regulations, fully participated in the activities of the BoD, and responsibly carried out the tasks assigned by the Chairman.

According to the assessment of independent BoD member, Mr. Cat Quang Duong, the activities of VietinBank's BoD in 2025 were organized and implemented in compliance with VietinBank's Charter, the Regulations on the Organization and Operation of the BoD, current laws and VietinBank's internal regulations, and fully implemented the contents of the GMS's Resolutions and the contents authorized by the GMS. The BoD has implemented numerous specific solutions in governance, demonstrating its overarching role in guiding the business strategy and operations of the entire system, ensuring that VietinBank's operations are always controlled, aligned with strategic direction, and appropriate to practical realities.

(Details are provided in the Report on Activities of the Independent BoD Member and the Independent BoD Member's Evaluation of BoD Activities.)

6.4. Report on transactions between VietinBank, subsidiaries, and companies where VietinBank holds control of over 50% of the charter capital with BoD members and their related persons; Transactions between VietinBank and companies where BoD members are founding members or managers within the last three years prior to the transaction

In 2025, VietinBank conducted 28 transactions with: (i) Subsidiaries (VietinBank Leasing Company Limited; VietinBank Securities Joint Stock Company; VietinBank Gold and Jewelry Company Limited; VietinBank Lao Limited; VietinBank Insurance Corporation); (ii) Affiliated company (Indovina Bank Limited); (iii) Major shareholder (MUFG Bank, Ltd.).

Of these, there were 06 transactions with VietinBank Lao Limited - a subsidiary of VietinBank - where BoD member Ms. Pham Thi Thanh Hoai concurrently serves as Chairwoman of the Members' Council of VietinBank Lao Limited. *(Details are disclosed in Appendices 03 and 04 of the Corporate Governance Report 2025 of VietinBank.)*

6.5. Public Disclosure of Information in Accordance with Article 49 of the Law on Credit Institutions 2024

According to Clause 4, Article 49 of the Law on Credit Institutions 2024, credit institutions must post and retain information as stipulated in Clauses 1² and 2³ of this Article at their head office and submit a written report to the SBV within 07 working days from the date of receiving the information. VietinBank has reported to the State Bank and retained and disclosed information in full compliance with regulations⁴.

6.6. Activities of BoD Committees

As of December 31, 2025, VietinBank had **09 BoD Committees**, namely Human Resources Committee, Risk Management Committee, Policy Committee, Strategy Committee, Asset and Liability Management Committee (ALCO), Information Technology Committee, Service Quality Committee, Capital Contribution Management Committee, and Debt Quality Management Committee. The establishment of these Committees complies with SBV and legal regulations. The BoD assessed that in 2025, the Committees closely coordinated with relevant Departments/Units to fully, promptly, and effectively perform their functions and duties as stipulated in each Committee's Organization and Operation Regulations issued by the BoD. Accordingly, the Committees have helped the BoD enhance governance effectiveness and supervisory efficiency over units and individuals under the BoD's supervision within the VietinBank system.

Detailed results of the Committees' activities in 2025 are provided in the attached Appendix.

6.6. Supervision over the VietinBank's Executive Officers

The BoD supervises the BoM in strict accordance with the Regulations on Supervisory Activities of the BoD of VietinBank. Accordingly, BoD members, BoD Committees, and Supervisory Teams assist the BoD in conducting regular and ad-hoc supervisory activities as per the annual or ad-hoc supervisory plans. The BoD Office acts as the advisory unit, supporting the BoD in organizing and implementing supervisory activities. Individuals and units subject to supervision are notified of the annual or ad-hoc supervisory plans and the assignment of supervisory responsibilities to BoD members. Based on the annual or ad-hoc supervisory plans, the BoD carries out supervision through the following methods:

- **Review of Reports:** BoD members and BoD Committees review reports within their assigned supervisory scope or as directed by the Chairman of the BoD for specific reports. After reviewing, BoD members or Committees prepare supervisory result reports to submit to the Chairman or present at regular or extraordinary BoD meetings.
- **Meetings with Individuals or Units under Supervision:** The Chairman or BoD members participate in meetings with individuals or units under supervision. After the meeting, the BoD members report to the Chairman on any issues arising related to the supervisory content discussed, for further handling, direction, or reporting at regular or extraordinary BoD meetings.
- **Supervisory Teams:** Based on the approved annual supervisory plan or upon emergence of ad-hoc supervisory requirements, the Chairman of the BoD decides the formation of a Supervisory

² Applicable to members of the BoD, members of the SB, the General Director, Deputy General Directors, and equivalent positions as stipulated in the Charter of the credit institution

³ Applicable to shareholders holding 1% or more of the charter capital of the credit institution

⁴ VietinBank discloses information on the VietinBank Investor Relations website – Disclosure section and in the Corporate Governance Report of VietinBank

Team. A supervisory visit is led by either the Chairman of the BoD or a BoD member. Upon completion, the Supervisory Team prepares a result report for the Chairman, who then decides to convene a full BoD meeting to review, discuss, and handle the matters proposed in the report as per authority.

In 2025, the BoD's inspection and supervision activities were comprehensive, close, and effective, contributing to enhancing high-level supervision at VietinBank. During the year, the BoD implemented **17 supervisory themes** covering key operations and core focus areas of the Bank, including: *(i)* Sustainable core income growth; *(ii)* Increasing customer engagement to become their main bank; *(iii)* Effective resources management; *(iv)* Strengthening risk management capacity. Accordingly, BoD members and BoD Committees were assigned to supervise specific themes and report to the BoD monthly or as required by the supervisory plans.

At regular monthly BoD meetings, the General Director, on behalf of the BoM, provides comprehensive reports on all areas of VietinBank's operations, highlights of the month, progress and results of implementing GMS Resolutions, BoD resolutions, decisions, directives, or reports as requested by the Chairman, BoD members, or BoD Committees, as well as thematic reports as required by the BoD to serve supervisory activities; the status of risk control limits, proposed measures when limits are at risk of being exceeded or when unexpected material risks arise, and other proposals to the BoD.

Through the BoD's supervisory activities, it is evident that the BoM consistently reports in a timely manner, receives directions and guidance from the BoD, and fully and effectively implements these across the system while carries out tasks in accordance with assigned functions and duties. BoD members (within their assigned supervisory scope) promptly capture and record information, assisting the BoD in timely reviewing and approving matters within its authority to support the BoM and units in resolving operational bottlenecks.

Going forward, the BoD's supervision over the BoM will stay focused on thematic oversight of key foundational topics and critical operational areas of the Bank.

I. DEVELOPMENT ORIENTATION FOR 2026

1. Development Orientation for 2026

In 2026, the global economic and political landscape is expected to remain complex, with many difficulties and challenges. Vietnam will not be immune to the impacts of global geopolitical shifts. Amidst intertwined challenges, opportunities, and advantages, the Government and the SBV are expected to continue proactive and flexible policy management to maintain macroeconomic stability and foster economic development.

Based on the orientations of the Party, the Government, and the SBV, as well as analysis of market developments and achievements in 2025, VietinBank has identified several proactive and unified management solutions to be implemented consistently from the Head Office to business units, aiming to successfully fulfill the business plan targets for 2026. VietinBank will make the most from internal resources and continue to focus on **05** strategic priorities: *(i)* Diversifying revenue streams and ensuring sustainable growth; *(ii)* Becoming the primary bank for key customers; *(iii)* Enhancing the effectiveness of sales channels; *(iv)* Improving risk management efficiency and recovery of bad debts and written-off debts; *(v)* Promoting new business initiatives

and enhancing the operational efficiency of the Head Office.

2. Business Indicators for 2026

Based on the approval of the competent State authorities, VietinBank respectfully submits to the GMS the following key business targets for 2026:

Business Indicators		
1	Revenue	179,673 billion VND
2	Net profit after tax	VND 34,080 billion
	Return on equity after tax	17.95%
3	NPL Ratio	≤ 1.8%
	Ratio of loans likely to be unrecoverable	≤ 1.6%
4	Legal compliance status	In accordance with the law on evaluating and classifying credit institutions in which the State holds more than 50% but less than 100% of the charter capital.

We respectfully propose that the GMS approve the authorization for the BoD to adjust the targets based on the opinions, directions, and approvals of the competent State authorities, market developments, and the actual business performance of VietinBank (*if any*), and to disclose information in accordance with regulations.

3. Directions for some key activities include:

- Continuing to achieve sustainable credit growth, focusing on production and business sectors, “green” credit, and prioritizing infrastructure and technology sectors to create leverage for comprehensive and sustainable economic development as directed by the Government and SBV.
- Organizing and implementing monetary, credit, and foreign exchange solutions, striving to achieve targets in line with the directions of the Government and SBV.
- Effectively managing assets and liabilities balance and ensuring liquidity safety, with a particular focus on growing CASA and other reasonably priced funding sources.
- Continuing to comprehensively promote digital transformation, developing modern digital infrastructure and platforms, while ensuring system security and safety, closely following the Government’s and SBV’s National Digital Transformation Program.

- Significantly and comprehensively improving product and service quality, and increasing non-interest income.
- Synchronously implementing solutions to enhance financial capacity and manage costs efficiently, with a spirit of thrift and anti-wastefulness.
- Enhancing risk management effectiveness, ensuring operational safety, and developing business in tandem with strict credit quality control.
- Continuing to strengthen the recovery and resolution of bad debts and written-off debts.
- Streamlining the organizational model, improving labor productivity, and enhancing the quality of human resources.
- Researching, deploying, and seeking new business initiatives and cooperation opportunities, with a focus on supporting and implementing business cooperation models with start-ups and fintech companies.

We respectfully submit to the GMS for approval of the reports of the BoD.



APPENDIX

PERFORMANCE RESULTS OF THE BoD' COMMITTEES

1. Human Resources Committee

The HR Committee acts as an advisory and assisting body to the BoD on matters within the BoD's authority regarding the development of human resources policies, selection and arrangement of personnel for positions under the BoD's authority; and assists the BoD in supervising the implementation of HR mechanisms, policies, and management activities at VietinBank. In 2025, the HR Committee advised and assisted the BoD in:

- Streamlining and consolidating the organizational structure towards higher specialization, ensuring operational efficiency, effectiveness, and competitiveness to adapt to market changes.
- Restructuring the branch network to optimize VietinBank's operational efficiency in 2025 and subsequent years.
- Continuing to implement the project on streamlining, innovating, and improving the quality of VietinBank's workforce, focusing on staff downsizing; restructuring human resources; promoting labor productivity; developing talents in line with labor growth control and bank-wide workforce structure; comprehensively reforming HR and remuneration policies.
- Consolidating the personnel of the BoD, BoM, SB, and those under the BoD's management at units within the VietinBank system, ensuring compliance with regulations and procedures of VietinBank.
- Implementing digital transformation initiatives in HR according to set roadmap, digitizing HR management, and researching the application of AI in HR activities.

In 2026, the HR Committee will continue to advise and assist the BoD in effectively implementing the project on streamlining, innovating, and improving the quality of VietinBank's human resources; further consolidating the organizational model and personnel under the BoD's management, and planning the branch and transaction office network to ensure compliance and enhance operational efficiency.

2. Risk Management Committee

The Risk Management Committee is an advisory and assisting body to the BoD on risk management across the VietinBank system. In 2025, the Risk Management Committee:

- Developed credit orientation; managed loan quality and portfolio restructuring; strictly controlled risk appetite compliance and the 2024–2026 risk management strategy; improved the risk management policy system in line with regulatory and legal amendments; promoted IT risk management; and strengthened measures to control and mitigate fraud risks.
- As Chair of the Risk Committee under the Vietnam Banks Association, actively coordinated and participated in professional activities with member commercial banks. Through regular meetings, events, and seminars, VietinBank contributed to the enhancement of connectivity, practical risk management experiences sharing, and accessed best practices from other banks and consulting agencies. These activities not only strengthened VietinBank's risk

management capacity but also created value for the entire banking system, promoting more professional and internationally integrated risk management.

- Proactively monitored, assessed risks, and promptly advised the BoD on important matters to ensure VietinBank's safe and effective operations in line with market practices, while supporting the implementation of key projects to mitigate risks and improve business efficiency.

In the coming time, the Risk Management Committee will continue to enhance its strategic advisory role, promote the adoption of international risk management practices, and strengthen supervision and effective implementation of preventive and responsive risk measures to maintain stable and sustainable growth amid economic volatility.

3. Policy Committee

The Policy Committee is an advisory and assisting body to the BoD in ensuring the appropriateness, completeness, and consistency of VietinBank's policy documents. In 2025, the Policy Committee focused on:

- Monitoring legal changes and market trends in digitalization, identifying and assessing the impact of new legal documents affecting banking operations, including Laws, Decrees, and Circulars. Based on this, the Policy Committee advised the BoD on plans to adjust internal policies and directed the BoM to promptly amend related internal regulations, ensuring legal compliance and supporting business activities.
- Directly reviewing and evaluating the plans for policy documents adjustment of Divisions/Departments/Centers and supervising the issuance progress as planned.
- Controlling the policy document directory to ensure streamlining and limit the excessive issuance of documents that may affect users.
- Continuing to coordinate in digital transformation to advise the BoD on redesigning operational processes to improve labor productivity, enhance user experience, minimize unnecessary steps, and control risks.

In 2026, the Policy Committee will continue to advise the BoD on timely policy development and adjustment in line with legal changes; control the current policy document directory to ensure streamlining; and further improve policy management tools for completeness, consistency, and security.

4. Strategy Committee

The Strategy Committee is an advisory and assisting body to the BoD in developing and supervising the implementation of strategies, medium-term plans, annual business plans and key focus areas, and addressing bottlenecks in VietinBank's operations.

In 2025, the Strategy Committee discussed and assessed the macro environment, industry, and internal operations affecting VietinBank's strategy implementation; supervised the implementation of key focus areas for 2025 in both business and foundational aspects; discussed business model bottlenecks and advised the BoD on solutions.

In the coming time, the Strategy Committee will continue to strengthen its role in:

- Advising the BoD on monitoring and assessing macroeconomic conditions and their impacts on banking operations.
- Supervising the implementation of key activities, aligning with the action plans of all units across the Bank.
- Developing and supervising the implementation of major orientations, business plans, and key solutions for the following year.

5. Asset and Liability Management Committee (ALCO)

ALCO is an advisory and assisting body to the BoD on matters within the BoD's authority regarding asset and liability management. In 2025, ALCO:

- Advised the BoD on directions and measures to (i) optimize the asset and liability portfolio; (ii) closely monitor bank-wide risk indicators.
- Advised the BoD on liquidity, interest rate, and market risk management measures; oriented VietinBank's interest rate policy for customers and internal fund transfer pricing policy, ensuring business objectives and overall interests of VietinBank.

In the coming time, ALCO will continue to closely monitor market developments to promptly advise the BoD in directing and implementing measures to enhance VietinBank's balance sheet efficiency; improve risk control in compliance with internal and regulatory requirements.

6. Information Technology Committee

The IT Committee is an advisory and assisting body to the BoD on IT-related matters, ensuring close alignment with the Bank's business strategy, optimal resource utilization, and effective IT risk management. In 2025, the IT Committee:

- Advised the BoD on IT-related matters including: ensuring IT security and safety; enhancing IT capacity and data management; monitoring and evaluating the implementation of tasks under the BoD's approval authority and IT operational effectiveness.
- Organized regular meetings, discussions, analyses, evaluations, supervision, and promotion of IT activities; reported and recommended to the BoD on IT application in business activities, data topics, business continuity, and system security.

In the coming time, the IT Committee will continue to closely monitor and advise the BoD on directing and supervising IT, data, and artificial intelligence initiatives; IT risk management and information security; investment and implementation of key projects; and enhancing VietinBank's IT capacity.

7. Service Quality Committee

The Service Quality Committee is an advisory and assisting body to the BoD in managing service quality across the bank, enhancing operational foundation capacity, aligning with business strategy, and sustainable development of the Bank. In 2025, the Service Quality Committee focused on:

- Researching and advising the BoD on topics and directions for service quality improvement, such as strengthening service quality management mechanisms from the Committee to the Head Office and branch Service Quality Councils; improving disclosure and communication handling mechanisms upon occurrence of incidents affecting service quality; enhancing

complaint handling capacity and quality; adjusting service quality KPI measurement methods for branches.

- Organizing regular meetings, reporting service quality evaluation results and management activities across all channels and customer touchpoints; completing automated service quality measurement reports on five channels; analyzing causes; discussing and proposing solutions to address issues, and reporting and recommending directions to the BoD for service quality improvement.
- Supervising the progress of the CX Project to ensure milestones are met.

In 2026, the Service Quality Committee will continue to enhance its advisory role to the BoD in comprehensively building service quality management activities, specifically:

- Continuing to advise the BoD on comprehensive service quality management (from sales quality, product and service quality, operational quality, to customer care quality across all channels), IT application, and digital transformation to improve processes and procedures for enhancement of both external and internal customer experience.
- Supervising the implementation of service quality improvement solutions, enhancing customer satisfaction with VietinBank's products and services, thereby promoting business activities and building the Bank's brand image.

8. Capital Contribution Management Committee

The Capital Contribution Management Committee is an advisory and assisting body to the BoD in managing, supervising, and evaluating the effectiveness of VietinBank's capital contribution in subsidiaries, and providing overall directions for restructuring, promoting, and increasing the value of VietinBank's capital contributions in subsidiaries. In 2025, the Service Quality Committee focused on:

- Organizing meetings, discussions, and assessments of the status of investee entities from VietinBank, identifying key bottlenecks, and advising the BoD on solutions.
- Discussing and agreeing on long-term strategic directions for capital contributions, focusing on enhancing core operational capacity and the position of investee entities; discussing and agreeing on ecosystem development directions to strengthen the system and diversify products and services for VietinBank's customers.
- Assisting the BoD in coordinating strategic and overall implementation tasks to align with the orientation and actual operations of VietinBank.

In the coming time, the Capital Contribution Management Committee will continue to strengthen and enhance its advisory role to the BoD in supervising the implementation of solutions by investee entities, ensuring alignment with the strategic objectives of the VietinBank system and achieving the strategic goals of these entities. The Capital Contribution Management Committee will also further promote its advisory function to the BoD in order to promptly address bottlenecks and difficulties encountered by investee entities during the implementation of their strategic objectives.

9. Debt Quality Management Committee

The Debt Quality Management Committee serves as an advisory and assisting body to the BoD in identifying risks, controlling debt quality, managing the recovery and disposal of debts

across the Bank, supervising and evaluating the effectiveness of debt recovery and disposal activities, and providing overall directions to enhance credit quality and the efficiency of debt recovery and disposal at VietinBank.

In 2025, the Debt Quality Management Committee has advised the BoD on overall directions, plans, and implementation solutions to improve the effectiveness of risk management and debt recovery and disposal within the VietinBank system; supervised and evaluated the progress and effectiveness of the implementation of risk management and debt recovery and disposal measures across the Bank.

In the coming time, the Debt Quality Management Committee will focus on the following activities:

- Continuing to advise the BoD on overall directions, plans, and implementation solutions to enhance the effectiveness of risk management and debt recovery and disposal within the VietinBank system.
- Supervising and evaluating the progress and effectiveness of the implementation of risk management and debt recovery and disposal solutions throughout the system; advising on appropriate measures to further improve effectiveness.

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, April 23rd 2026

Business Registration Certificate No. 0100111948
13th revision dated January 8, 2024

PERFORMANCE REPORT AND EVALUATION OF THE ACTIVITIES OF THE BOARD OF DIRECTORS BY THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

Pursuant to Clause 4, Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 (Decree 155) and Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending a number of articles of Decree 155 of the Government detailing the implementation of certain articles of the Law on Securities, the Independent Member of the BoD hereby reports on the activities of the Independent Member of the BoD and provides an assessment of the activities of the BoD in 2025 as follows:

I. ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOD

In accordance with the rights and responsibilities of the Independent Member of the BoD as prescribed by current laws and VietinBank's internal regulations, the Independent Member of the BoD of VietinBank has fully participated in the activities of the BoD, responsibly performed tasks assigned by the Chairman of the BoD, and complied with the law, the Charter, and internal regulations of VietinBank, specifically:

1. On the exercise of rights and duties of a BoD member as prescribed:

- Fully participated in all BoD meetings, provided opinions/voted on matters discussed, with the awareness of ensuring compliance with the law, the Charter, internal regulations, and with the spirit of building VietinBank into a developing, safe, efficient, and sustainable institution.

- For matters under the authority of the BoD resolved by written consultation: thoroughly reviewed and considered all documents attached to the Opinion Sheets and provided independent comments/votes, ensuring compliance with the law, VietinBank's internal regulations, and meeting deadlines:

- + Participated in commenting/voting on the issuance/amendment of internal regulations related to organization, personnel, governance, and operations of VietinBank and other matters under the authority of the BoD.

- + Participated in commenting/voting on the approval of matters related to credit activities and other activities under the authority of the BoD.

- + Participated in commenting/voting on the BoD's programs, activity plans, agendas, materials for the General Meeting of Shareholders (GMS), and the organization of GMS meetings.

2. On the performance of duties as an Independent Member of the BoD:

- Supervised the vote counting and preparation of minutes for consulting BoD members'



written opinions on applications under the BoD's approval authority, ensuring accuracy and compliance with the law and VietinBank's Charter, and fully signed the vote counting minutes.

- Prepared assessment reports on the activities of the BoD in accordance with VietinBank's Charter.

3. On the BoD's supervisory activities over the BoM as assigned:

Supervised the BoM in implementing the guidelines, orientations, and policies issued under the BoD's Resolutions and Decisions at branches in Region 5 by fully participating in BoM meetings on business promotion, debt recovery and disposal, and thoroughly reviewing BoM reports on the management of branches in Region 5; thereby making recommendations/proposals to the BoD for handling within its authority or assigning/following up with the BoM to address and resolve existing issues, limitations, and potential risks for the branches and VietinBank.

4. On the performance of duties as a member of the Risk Management Committee under the BoD:

Fully attended meetings of the Risk Management Committee and provided independent opinions on matters discussed; fully and timely contributed opinions on matters requested by the Committee, actively contributing to the development of VietinBank's risk management strategies, policies, and procedures.

In addition, other assigned tasks were performed fully, responsibly, and effectively.

With the independent nature of participation in the BoD, the role of the Independent Member of the BoD at VietinBank has made a positive contribution to enhancing the quality, objectivity, and transparency of the BoD's resolutions and decisions.

II. EVALUATION BY THE INDEPENDENT MEMBER OF THE BOD'S ACTIVITIES

1. On Organizational Structure

The 2025 AGM (*held on 18 April 2025*) approved the dismissal of one member of the BoD to appoint him as Deputy General Director, and concurrently elected one additional member of the BoD and four SB members⁵ for the 2024–2029 term. The organizational structure of the BoD and the SB ensures compliance with the Charter and legal regulations regarding the number, standards, and conditions of members, as well as meeting specialized legal requirements on the structure of independent members. In addition, in 2025, VietinBank further strengthened its senior management team by re-appointing one Deputy General Director and appointing four new Deputy General Directors (including one Deputy General Director nominated from the BoD), thereby consolidating the governance foundation, ensuring stability and smooth operation of the organizational apparatus, and creating a solid premise for the implementation of development strategies in the next phase.

2. On Working Mechanism:

- The BoD always complies with and fully performs its duties and powers in accordance with the Charter on organization and operation of VietinBank and legal regulations, ensuring the overall operational efficiency of VietinBank and its shareholders; studying, evaluating the

⁵ Among them, Mr. Dao Xuan Tuyen shall exercise the rights and obligations of a member of the SB for the 2024–2029 term upon the availability of the written approval from the Party Committee of the Government and the decision of the Standing Committee of the VietinBank Party Committee to relieve him from the position of Permanent Deputy Head of the VietinBank Party Committee Inspection Commission.

situation, business results, and contributing to the development orientation and business plans of VietinBank.

- The BoD meetings are organized fully and in accordance with regulations, ensuring proper procedures and order. In 2025, the BoD of VietinBank organized regular monthly, quarterly, semi-annual, annual, and ad-hoc meetings to evaluate business results/supervise the activities of the General Director, provide directions and guidance for business operations, and discuss certain topics and issues serving the governance of VietinBank. In addition, the BoD also coordinated with the Party Committee and Trade Union to organize several joint meetings to serve social security work, employee welfare policies, and other matters.

- The process of consulting members of the BoD in writing is implemented in accordance with regulations. Accordingly, in many cases under the approval authority of the BoD, written opinions were collected and consolidated from BoD members, ensuring compliance with the law and the Charter. On that basis, the BoD's resolutions and decisions are issued in due course.

- The quality of the supporting apparatus for the BoD, including the Committees under the BoD and supporting units, has been strengthened through the BoD's direction to consolidate organizational models and personnel, and improve policy documents. The Committees have closely coordinated with the commissions under the BoM to effectively perform their functions and tasks in accordance with the organizational and operational regulations of each Committee as promulgated by the BoD.

3. On the Results of Governance and Supervisory Activities:

In 2025, the BoD fully and properly performed its duties and powers in accordance with the law and VietinBank's internal regulations, while continuing to innovate in governance, direction, and supervision of the BoM in implementing the business plan approved by the GMS. The BoD's governance and supervisory activities in 2025 achieved positive results, specifically as follows:

3.1 Fulfillment of GMS-assigned Business Targets for 2025:

In 2025, VietinBank's business activities achieved positive results, ensuring the Bank's efficiency and shareholders' interests, laying the foundation for future business development.

Overall business results: Consolidated total assets reached nearly VND 2.77 quadrillion, up 16% compared to the end of 2024, fulfilling the GMS-assigned target for 2025 (growth of 8%–10%). Separate profit before tax reached VND 41,146 billion, up 35.5% compared to 2024, achieving 127% of the GMS and SBV-assigned target (VND 32,500 billion).

3.2 On the Implementation of Key Tasks:

a) Implementation of Key Business Focuses in 2025:

- Consolidated outstanding balance reached VND 1.99 quadrillion, up 15.6% compared to 2024. VietinBank focused on lending to key sectors, economic growth drivers, national key projects, and developed flexible financial policies and solutions to meet capital needs for FDI enterprises, energy, construction, infrastructure, export, agriculture, forestry, and fishery enterprises, especially SMEs in accordance with Resolution No. 68-NQ/TW. Loans to priority sectors accounted for over 30% of total outstanding balance.

- CASA ratio improved despite a challenging market, reaching 25.5% in 2025—the highest ever.

- Non-interest income activities continued to be promoted: Despite a general decline in service fee income across the banking sector compared to 2024, VietinBank's net service income grew by ~10% (excluding the impact of UPAS LC), mainly from core fees such as trade finance fees (up 18%) and net card fees (up 10.8%). FX trading profit in market 1 grew by ~15.9%.

- Enhanced customer engagement, becoming the main bank for customers: VietinBank currently has a portfolio of over 20 million individual customers (of which 14.4 million are active) and nearly 300,000 corporate customers (of which 160,000 are active). There remains significant potential to further engage existing customers and become their main bank.

- Efficient resource management through operating expense control and improved labor productivity: Operating expenses in 2025 were ~ VND 26.6 trillion, up VND 4 trillion (+17.8%) compared to 2024; the CIR in 2025 was 30.4%, controlled within the SBV-approved budget. Operating profit before risk provision per staff reached VND 2.46 billion, up VND 26 million (+1.1%) compared to 2024. AI and RPA applications improved productivity, with over 10 IT projects enhancing automation across systems, reports, and processes.

b) On Service Quality Improvement: In 2025, the BoD actively directed units to implement activities to improve and enhance service quality towards comprehensive customer experience (CX) management, specifically:

- Successfully implemented the CX Project, establishing a systematic CX management foundation aligned with international practices, including: (i) CX vision and strategy; (ii) Guideline Handbook for Applying CX Principles in Designing CX Programs; (iii) CX behavior framework at three levels across VietinBank in alignment with CX vision; (iv) CX capability enhancement roadmap for 2025–2027; (v) International-standard CX management model; (vi) Bank-wide CX communication plan; (vii) CX training plan for Head Office and branches; (viii) Customer Journey Mapping (CJM) solutions to identify pain points and improvement measures.

- Standardized operational metrics and completed internal management tools/systems, deploying 49 automated operational and service quality indicators on the Service Quality Dashboard.

- Set target thresholds for customer notification waiting times across the Bank based on CTO program data (measuring customer transaction times), improving branch transaction efficiency; deployed the Customer Transaction Waiting Time Dashboard for centralized, transparent management and monitoring at each transaction point.

- Developed and completed self-service customer counter (iHUB) services at transaction points, moving towards a modern “Paperless Banking” model, expected to save ~1 million teller hours, reduce ~5.8 million customer visits to counters, and save VND 6.7 billion in printing costs; reduce transaction time by 30% and customer waiting time by 50%.

c) On Information Technology (IT) and Digital Transformation: In 2025, VietinBank's digital transformation entered an acceleration phase through: (i) Implementing over 90 digital transformation initiatives, with 64 officially operational, and 99% of payment transactions conducted via digital channels; (ii) Specializing and consolidating IT and data units to meet digital transformation requirements by establishing the Data & AI Division and 17 cross-functional teams at business units, applying agile methodology to accelerate product/service delivery; (iii) Strengthening technology and data platforms, operating data governance, enhancing AI application capacity across the Bank, and deploying the VietinBank Genie virtual assistant, which reduced document search time by 95% and meeting minute preparation time by 70%, optimizing



productivity; (iv) Focusing on modernizing payment infrastructure to improve operational efficiency, security, and system safety; (v) Organizing 16 intensive training courses, over 230 new skill training sessions in the digital era, and more than 2.6 million online learning sessions on digital transformation; 100% of middle managers and 99.3% of staff completed AI training.

d) On Organization, Human Resources, and Remuneration:

- In 2025, VietinBank continued to streamline and specialize its organizational model for optimal operation: (i) At Head Office, reviewed and reorganized 03 Divisions with 29 departments/centers to optimize efficiency, avoid overlap in coordination process, and enhance remote supervision and early detection via data systems; (ii) At branches, reduced 304 departments at 155 branches by merging Accounting - Treasury and Organization - General teams to restructure the workforce; implemented restructuring plans to streamline low-efficiency network units and proposed expansion in potential areas (*reduced total transaction offices from 953 in 2024 to 845 in 2025*); (iii) Expanded international relations by establishing five liaison offices to promote business in China, Taiwan, and Singapore.

- Continued to innovate the salary fund allocation mechanism to enhance labor productivity, raised branch salary fund ceilings, and implemented above-ceiling salary policies to encourage high-performing branches. Applied flexible salary calculation for branches exceeding assigned KPIs. Continued fixed salary fund allocation for Head Office, and promoted sales incentive (SI) remuneration for branch sales staff.

e) On Risk Management:

- Units across the Bank were directed to proactively analyze scenarios affecting business activities and develop action plans to adapt and manage arising situations, minimizing market risks. Specifically: (i) Identified affected customer groups, especially customers in public sector, funds, labor unions, etc.; proactively coordinated and guided branches to closely follow customers, strengthen connections with local authorities and agencies; (ii) Studied policy impacts on branch and transaction office network allocation; (iii) Issued guidelines for off-site lending and expanded development space.

- Simultaneously, deployed management tools and digital transformation initiatives in risk management. Applied modern technologies (AI, Big Data analytics, blockchain, etc.) to identify and detect anomalies, potential risks, and predict risk trends, supporting accurate and effective inspection and control planning.

- Effectively managed loan quality, maintaining the bad debt ratio below 1.5%: (i) Established support teams for regions/branches with deteriorating loan quality or large bad debts; (ii) Continuously reviewed and assessed the potential reclassification of customer loans to prevent unexpected group 2 or bad debts.

- Consolidated IT risk management at VietinBank, ensuring continuous operation and business, and implemented strategic cybersecurity consulting, Pentest, RedTeam, and Cybersecurity Intelligence projects.

f) On Debt Management and Recovery:

- The amount recovered from written-off debts reached nearly VND 10 trillion, an increase of ~17.9% compared to 2024, marking the highest recovery in the history of written-off debt recovery. This was achieved through the synchronous implementation of various solutions: (i) Strengthening support for branches in implementing differentiated recovery/

restructuring measures for customers/customer groups, especially those under the direction of the Debt Quality Control Board; *(ii)* Developing a set of indicators and management thresholds to effectively monitor the recovery and handling of bad debts and written-off debts.

- In addition, VietinBank successfully launched the “DCRM” debt collection and recovery system to support the review and reporting process, the submission for approval by competent authorities the application of measures taken towards potentially risky or problematic debts, thereby enhancing management and supervision, enabling timely debt resolution, and contributing to the control of the bad debt ratio.

g) On Promoting Business Activities at Investee Entities, Overseas Network, and Leveraging the VietinBank Ecosystem:

- **Domestic subsidiaries and affiliates:** In 2025, VietinBank continuously strengthened the close supervision of the business plan implementation of domestic investee entities, urging capital representatives at companies to be proactive, enhance their sense of responsibility, and fulfill the targets assigned by VietinBank. From January 01, 2025, the management and supervision of capital representatives/investee entities have been reorganized vertically, ensuring direct interaction and support in terms of expertise from specialized business divisions in line with the scale, industry, business sector, and operational model of each investee entities. This aims for comprehensive management and supervision, closely following the actual operations of subsidiaries in accordance with VietinBank’s governance orientation and risk management policies.

- **VietinBank – Germany Branch:** The BoD directed and issued Resolutions regarding the operations of the Germany Branch. Accordingly, the Branch continued to develop its business in line with the 2022–2025 business orientation and the overall medium-term business plan of the Bank.

- **VietinBank Lao Ltd.:** In 2025, VietinBank Lao Ltd. accomplished several key tasks: issued policy documents as a legal framework for Basel II implementation; was approved by the Bank of the Lao PDR to act as an international settlement bank in Laos; expanded payment channels for import-export customers; and achieved business results exceeding the 2025 plan.

h) On Communications, Branding, and Social Security:

- **Communications:** Communications activities were implemented in line with strategic orientation, focusing on key topics such as Digital Transformation, CX, Employee Experience, and major national and VietinBank events. In 2025, the VietinBank brand was present at 142 events/programs, thereby enhancing reputation and outreach. The brand promotion network was expanded across central routes, airport–downtown routes, advertising systems at major airports, and LED screens at provincial/city centers, contributing to a synchronized and professional communications system. Coordinated the implementation of 90 proactive communications topics; maintained a strong media presence with over 2,000 news/articles, over 4,000 images, and dozens of interviews with VietinBank’s leadership.

- **Social security:** *(i)* VietinBank continued to fulfill its role as a leading state-owned commercial bank, demonstrating social responsibility and leadership in the banking system; proactively and effectively implemented social security activities with a total budget of nearly VND 675 billion. *(ii)* Thoroughly implemented legal regulations on national defense and security tasks to raise awareness and responsibility among staff, Party members, and employees for national defense, maintaining discipline, and social order in the new context. *(iii)* Continued to

implement the Cultural Development Strategy for 2023–2025, constantly promoting innovation and creating new, differentiated, and optimal value for customers, shareholders, employees, partners, and the community. (iv) Employees were ensured job security, salary, social insurance, healthcare, and occupational safety in accordance with the law.

i) On Investor Relations (IR): VietinBank successfully organized the 2025 AGM to approve many important matters such as the business plan, profit distribution, BoD and SB personnel for the 2024–2029 term, and the plan to increase charter capital, etc. The Bank implemented the 2024 cash dividend payment (at a rate of 4.5%) and issued shares to pay dividends from remaining profits of 2009–2016, 2021, and 2022 (at a rate of ~ 44.6%). VietinBank increased the frequency, diversified the forms, and improved the quality of communications with investors through regular annual/quarterly business results update conferences; events connecting the Bank and investors; meetings/discussions with investors to provide information on VietinBank’s business activities; and proactively communicated about business results and operations, thereby enhancing transparency and professionalism in the eyes of investors and the market.

4. Supervision and Inspection Activities of the BoD:

In 2025, the BoD’s supervision and inspection activities continued to be strongly implemented, contributing to enhancing the effectiveness of senior-level oversight at VietinBank. **The BoD approved the 2025 supervision plan** with 17 supervision themes covering key activities and focus areas of the Bank, including: (i) Sustainable core income growth; (ii) Enhancing customer engagement to become the main bank; (iii) Effective resource management; (iv) Strengthening risk management capacity.

The BoD assigned and delegated responsibilities to its members in charge of key areas and sectors of VietinBank’s operations, and implemented thematic supervision, with regular monthly reports to the BoD or ad-hoc reports as required by the supervision plan. In 2025, BoD members strengthened their roles in orientation, supervision, and close coordination with BoM members to promote business, continuously implement PDCA to ensure progress as planned, and promptly resolve obstacles and difficulties for branches. BoD members (within their assigned supervisory scope) promptly captured and recorded information, enabling the BoD to review and approve matters within its authority to support the BoM and units in overcoming and resolving bottlenecks during the course of operations.

5. Conclusion:

a) The activities of the BoD of VietinBank in 2025 were organized and implemented in compliance with the Charter, internal regulations, the Organization and Operation Regulations of the BoD, and current legal provisions, fully executing the contents of the GMS Resolutions and authorized matters.

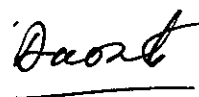
b) The BoD has implemented many specific governance solutions, demonstrating its consistent role in strategic business orientation and operations of the entire system, ensuring that VietinBank’s activities are always controlled, aligned with strategic direction, and suitable to practical conditions. Notably, the BoD has strengthened leadership in implementing solutions to improve labor productivity, promote innovation, and develop modern, breakthrough products and services, thereby enhancing VietinBank’s competitiveness in the new context, specifically: (i) Strengthening direction and close guidance in encouraging new business ideas, promoting the implementation of new business initiatives and breakthrough products/services in the market; (ii)

Enhancing resources, high-quality personnel, and expert teams to increase effectiveness in research and promote the implementation of new business ideas and breakthrough products/services for the Bank; (iii) Focusing leadership on developing superior products and services on digital channels, synchronously implementing solutions in technology, products, and communications to strongly shift transactions from counters to digital channels.

c) The BoD has supervised and supported the BoM in management activities as well as risk management, making positive and effective contributions to the Bank's overall performance.

d) All BoD members have demonstrated responsibility, solidarity, and high professionalism, always aiming for VietinBank's effective, safe, and sustainable development, and are always conscious of maximizing the interests of VietinBank.

Independent member of the BoD



Cat Quang Duong

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**REPORT OF THE BOARD OF MANAGEMENT
ON BUSINESS PERFORMANCE RESULTS FOR 2025;
ORIENTATIONS AND PLANS FOR 2026**

PART I. MACROECONOMIC LANDSCAPE AND THE BANKING SECTOR IN 2025

1. The global economy in 2025 still face many risks and challenges, particularly geopolitical tensions, escalating trade and technology wars, pressure on commodity prices, inflation, and global economic growth.
2. In this context, Vietnam's economy still achieved positive results. GDP in 2025 increased by 8.02%, fulfilling the planned targets set by the National Assembly and the Government, and ranking among the countries with high GDP growth in the world. The macroeconomy is stable, major balances are ensured, and inflation is controlled properly.
3. Making a positive contribution to the achievements of the economy, the State Bank of Vietnam (SBV) has implemented harmoniously and flexibly solutions to manage monetary policy, stabilize the exchange rates, curb inflation, and positively impact the Financial - Banking sector and the entire national economy. At the same time, the SBV continues to guide and direct commercial banks to focus on digital transformation, spend costs reasonably, strive to reduce lending interest rates, create more favorable conditions for customers to access bank loans, and proactively participate in the Party's and Government's socio-economic development policies, programs, and plans.

PART II. BUSINESS HIGHLIGHTS OF VIETINBANK IN 2025

A. BUSINESS PERFORMANCE RESULTS FOR 2025

In our role as a major state-owned commercial bank, VietinBank has always closely followed the directives and guidelines of the Party, the Government, and the SBV, actively implemented business solutions, strived to promote innovation, vigorously transformed our growth model, focused on comprehensive digital transformation across all operations, enhanced our financial capacity, developed modern banking solutions, improved service quality, and serviced the financial needs of customers to the fullest extent possible, supporting economic development. VietinBank has achieved positive business results, successfully completed our 2025 business plan, and implemented the 2021-2025 restructuring plan assigned by the General Meeting of Shareholders (GMS) and the SBV.

Unit: billion VND, %

Indicator	31/12/2024	31/12/2025	31/12/2025 compared to 31/12/2024		Targets set by 2025 GMS	Tracked against 2025 targets
			+/-	+/- %		
Total Assets	2,385,388	2,767,699	382,311	16.0%	To grow by 8-10%	Achieved
Mobilized Funds	1,757,995	1,967,762	209,768	11.9%	To grow in line with credit growth, in alignment with the SBV-required prudence ratios	Achieved
Credit Exposure	1,725,877	1,994,686	268,809	15.6%	To follow the SBV-approved credit growth limits and SBV's credit policy orientation in each period	Achieved
NPL Ratio (Circular 31)	1.1%	1.0%			<1.8%	Achieved
Profit Before Tax (Separate)	30,361	41,146	10,785	35.5%	32,500	127%
Profit Before Tax (Consolidated)	31,764	43,444	11,680	36.8%		

(Source: Audited consolidated and separate financial statements for 2024, 2025)

1. Sustainable growth scale, improved asset quality

- **Total consolidated assets** reached 2.77 quadrillion VND, an increase of 16.0% compared to 2024.
- **Consolidated credit exposure** exceeded 1.99 quadrillion VND, representing an increase of 15.6% compared to the end of 2024. Credit growth rate remains stable and sustainable, meeting the capital needs of the economy.
- **Mobilized funds** are balanced with the pace of credit growth, ensuring liquidity ratios. Consolidated mobilized funds reached nearly 1.97 quadrillion VND, an increase of 11.9% compared to 2024. Among them, CASA ratio reached 25.5%, a positive improvement compared to the end of 2024, supporting the improvement of the cost of funds and enhancing the competitiveness of VietinBank.
- **NPL ratio to total credit debt by Circular 31** is controlled at 1.0%, in compliance with the limits set by the SBV and the GMS.
- **NPL coverage ratio** reached 158.8%, continuing to remain high.

2. Profits are growing, exceeding the target, and the income structure is shifting positively¹

¹ Data taken from the audited consolidated financial statement



- **Total operating income** reached 87.3 trillion VND, an increase of 6.6% compared to 2024.
- **Non-interest income** increased by 6.8% compared to 2024, and the structure of non-interest income in the bank's total income reached 24%, of which: income of write-off collection reached about 10 trillion VND, which is the highest result VietinBank has achieved ever, contributing positively to the Bank's business performance.
- **Optimize cost efficiency and management**, prioritize the allocation of expenses to business-development activities, accelerate digital transformation and key projects of VietinBank. CIR stands at 30.4%.
- Profit before provisions in 2025 continues to maintain a sustainable growth rate, outperforming throughout the 2021-2025 period. **Separate profit before tax** reached 41.1 trillion VND, an increase of 35.5% compared to 2024 and completing 127% of the target set by the GMS, and the consolidated profit before tax reached 43.4 trillion VND, an increase of 36.8% compared to 2024.

3. Effectively implement the Party's and State's policies and guidelines on providing capital for the economy, continue to support citizens and businesses in difficult circumstances, and make a significant contribution to the country's recovery and development.

- Closely adhering to and implementing the policies and directives of the Government and the SBV, VietinBank has made efforts to control costs and manage asset quality well, facilitated the harmonious implementation of solutions, launched a series of credit programs with preferential interest rates to support people and businesses, oriented credit growth into production and business sectors, "green" credit, priority areas by the Government's and the SBV directives. Allocated resources to key economic sectors, supporting regions and localities to promote regional economies, and made positive contributions to the country's development.
- Implement the Program of Incentives for Social Housing Loans, Workers' Housing Loans, and Projects to Renovate and Rebuild Old Apartment Condos in accordance with Resolution No. 33/NQ-CP and other programs in line with the direction of the Government and the SBV.
- Comply with the granting of credit in accordance with legal regulations. In particular, the total outstanding credit granted to entities subject to credit restrictions as stipulated in Clause 1 of Article 135 of the 2024 Law on Credit Institutions, as of December 31, 2025, is 11,341 billion VND, accounting for 4.87% of VietinBank's own capital.

B. MANAGEMENT AND EXECUTIVE PERFORMANCE OF 2025

VietinBank has implemented a series of proactive and unified management solutions, from the Headquarters to the business units, flexibly adjusting to market developments. Specifically:

- Decisively and synchronously implement solutions to promote credit growth, strive to meet the capital needs of the economy, and at the same time, restructure the credit portfolio in a way that improves asset quality.
- Flexibly manage capital balancing and interest rate policies, optimize the efficiency of capital utilization in accordance with the monetary policy direction of the Government and the SBV.

- Continue to improve the cost-effectiveness and implement synchronously measures to enhance financial capacity such as increasing chartered capital, issuing tier -2 bonds..².
- Prioritize the deployment of resources to vigorously pursue digital transformation, with the aim of improving high-tech products, enhancing service quality, and elevating the customer experience.
- Strict control of asset quality, credit appraisal and risk management are continuously strengthened.
- Intensify the recovery of bad debts and write-offs.
- Simplify, specialize, and improve the efficiency of the organization and network of branches, enhance the quality of human resources and personnel affairs, and increase labor productivity.

With outstanding products and services and impressive business results over the years, VietinBank's position and brand have been continuously affirmed with many prestigious domestic and international awards: TOP 300 Most Valuable Bank Brands in the World; TOP 10 Most Valuable Brands in Vietnam; TOP 2000 Largest Enterprises in the World in 2025, and many other awards.

In addition to business activities, VietinBank continues to make a positive contribution to social welfare projects by the guidelines and policies of the Party, the SBV, and the Government. In 2025, VietinBank has allocated more than 675 billion VND in support of social welfare projects.

PART III. BUSINESS ORIENTATIONS FOR THE YEAR 2026

In 2026, the global economy in general and Vietnam in particular are expected to continue facing many difficulties and challenges. However, on the basis of a stable macroeconomic foundation that attracts foreign investors and the quality of growth that has been established over the past years, the Vietnamese economy is expected to remain prosperous, creating favorable conditions for the business activities of credit institutions. According to Directive 01/CT-NHNN dated January 9, 2026, monetary policy tools will continue to be proactively, flexibly, promptly, and effectively managed in coordination with fiscal and other policies, contributing to prioritizing the promotion of strong economic growth while maintaining macroeconomic stability, controlling inflation, ensuring major balances of the economy, and contributing to achieving the GDP growth target of 2026 at a two-digit rate, creating favorable conditions for the development of the economy in general and credit institutions in particular.

In order to create sustainable development in the new period, based on the analysis of potential, the growth momentum of the economy and the results achieved in 2025, VietinBank has identified the key tasks in its operations in 2026, continuing to vigorously implement management measures, promote business in line with the orientation and directives of the Government and the State Bank of Vietnam, as well as market developments to create sustainable development in the new period, bringing value to people, businesses and shareholders.

Based on the approval of the competent State authorities, VietinBank respectfully submits to the GMS the following key business targets for 2026:

² Detailed result of issuing and report on using the proceeds from public offering bonds in the appendix attached

No.	Key business highlights	Key business highlights
1	Revenue	179,673 billion VND
2	Net profit after tax	VND 34,080 billion
	Return on equity after tax	17.95%
3	NPL Ratio	≤ 1.8%
	Ratio of loans likely to be unrecoverable	≤ 1.6%
4	Legal compliance status	In accordance with the law on evaluating and classifying credit institutions in which the State holds more than 50% but less than 100% of the charter capital.

We respectfully propose that the GMS approve the authorization for the BoD to adjust the targets based on the opinions, directions, and approvals of the competent State authorities, market developments, and the actual business performance of VietinBank (*if any*), and to disclose information in accordance with regulations.

Some key solutions to implement business activities in 2026 are as follows

- Implements solutions on currency, credit, and foreign exchange in accordance with the directives of the Government and the SBV. To vigorously and effectively carry out the tasks of the banking sector in the Program for Economic and Social Recovery and Development; continues to implement solutions to support people and businesses; effectively manages operating costs; enhances financial capacity and the ability to provide credit to the economy; and stabilizes interest rates.
- Continue to increase the scale of sustainable debt, prioritize the growth of production sectors/fields in accordance with the direction of the Government and the SBV, increase the proportion of high-efficiency products and manage risks within the prescribed limits, and diversify the accessibility of banking & financial services to the economy.
- Effectively manage capital to ensure liquidity safety; pay special attention to increasing CASA and other low-cost funding sources.
- Implement a project to enhance customer experience, aiming to significantly and comprehensively improve the quality of products and services, and increase the proportion of non-interest income.
- Continue to vigorously implement digital transformation across all operations in line with the direction of the Government and the SBV.
- Continue to intensify recovery and handling of bad debts.
- Improve the efficiency of risk management, ensure compliance, ensure safety in operations, and develop business in conjunction with strict control of credit quality.
- Implement synchronous solutions to enhance financial capacity, manage costs effectively, and continue to control the rate of cost increase to be lower than the rate of

income growth.

- Streamline the organizational model, improve labor productivity, and enhance the quality of human resources.

Entering 2026, the senior management, all staff and employees of VietinBank are determined to seize opportunities, overcome difficulties and challenges, focus intensively on implementing measures to enhance competitiveness and business efficiency, improve labor productivity, transform digitally, and at the same time, pay attention to effective cost management in order to successfully complete the business goals and plans, contribute positively to the development of the banking sector and the socio-economic development of the country, and create value for our shareholders.

**MEMBER OF THE BOARD OF DIRECTORS
GENERAL DIRECTOR**



Nguyễn Trần Mạnh Trung

APPENDIX: PROGRESS REPORT ON THE USE OF PROCEEDS OBTAINED FROM PUBLIC OFFERINGS OF BONDS

(According to the Certificate of Registration for the Public Offering of Bonds No. 233/GCN-UBCK issued by the Chairman of the State Securities Commission on December 16, 2024)

The progress report on the use of proceeds obtained from VietinBank's public bond offerings was audited by independent auditor PwC and released on July 15, 2025. The total capital proceeds obtained from VietinBank's two public bond offerings are 8,000 billion Vietnamese dong, all of which is used to lend to the economy in the following sectors: (i) Electricity and gas production and distribution; (ii) Processing and manufacturing industries; and (iii) Other sectors, as approved in the Board of Directors' Resolution No. 240/NQ-HĐQT-NHCT-VPĐDQ1 on July 3, 2024, and the CEO's Decision No. 2894/QĐ-TGD-NHCT-KDVT2 on November 19, 2024, ensuring the efficiency and safety of business operations.

Below is the main content of the Report:

PLAN FOR USING THE PROCEEDS FROM THE OFFERINGS:**Current progress**

Unit: VND

Batch 1

Industry	Plan for using the proceeds (VND)	Amount of money obtained from bond offering (VND)	Actual disbursed amount (VND)	Actual disbursement dates
Production and distribution of electricity and gas	2,000,000,000,000	4,000,000,000,000	2,000,000,000,000	From April 11, 2025 to April 28, 2025
Processing and manufacturing industries	1,000,000,000,000		1,000,000,000,000	From January 21, 2025 to June 18, 2025
Other sectors	1,000,000,000,000		1,000,000,000,000	From February 14, 2025 to April 15, 2025
Total	4,000,000,000,000	4,000,000,000,000	4,000,000,000,000	

Batch 2

Industry	Plan for using the proceeds (VND)	Amount of money obtained from bond offering (VND)	Actual disbursed amount (VND)	Actual disbursement dates
Production and distribution of electricity and gas	2,000,000,000,000	4,000,000,000,000	2,000,000,000,000	From April 21, 2025 to May 28, 2025
Processing and manufacturing industries	1,000,000,000,000		1,000,000,000,000	From April 18, 2025 to June 18, 2025
Other sectors	1,000,000,000,000		1,000,000,000,000	From April 22, 2025 to June 16, 2025
Total	4,000,000,000,000	4,000,000,000,000	4,000,000,000,000	

Changes: None

Reasons for changes: None

The progress report has been published on the VietinBank Investor Relations website at <https://investor.vietinbank.vn/vi/extraordinaryreports.aspx>, the information disclosure system of the State Securities Commission, and websites of local stock exchanges in Vietnam since July 21, 2025.

**VIETNAM JOINT STOCK COMMERCIAL BANK
FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 024.39421030

Hanoi, April, 23rd 2026

Business Registration Certificate No. 0100111948
13th revision dated January 8, 2024

REPORT**BY THE SUPERVISORY BOARD ON PERFORMANCE IN 2025 AND
ORIENTATION FOR 2026**

Based on:

- *The Law on Credit Institutions 2024, No. 32/2024/QH15 dated January 18, 2024 (Law on Credit Institutions 2024);*
- *The Charter on the organization and operation of Vietnam Joint Stock Commercial Bank for Industry and Trade;*
- *The Regulation on the organization and operation of the Supervisory Board as approved by the General Meeting of Shareholders on June 25, 2024.*

The Supervisory Board (“SB”) would like to report to the General Meeting of Shareholders (“GMS”) of Vietnam Joint Stock Commercial Bank for Industry and Trade (“VietinBank”) on our activities, performance of assigned mandate in 2025, and orientation for 2026, specifically as follows:

I. PERFORMANCE OF THE SUPERVISORY BOARD

On April 18, 2025, the GMS elected four additional members to the SB for the 2024–2029 term, in particular: one member commenced the rights and obligations of a SB member of VietinBank from July 1, 2025; another member assumed the rights and obligations of a SB member upon receipt of the written approval, in principle, from the Party Committee of the Government and the Decision of the Standing Party Committee of VietinBank to relieve him of the duties of the Standing Deputy Head of the Party Inspection Committee of VietinBank. As of November 1, 2025, one SB member retired and began receiving social security benefits. Thus, as of the reporting date, the SB consists of five members, including:

#	Full name	Title	Start date	End date	Qualifications
1	Ms. Le Anh Ha	Head	April 23, 2019	-	Master of Economics and Public Management
2	Ms. Nguyen Thi Anh Thu	Member (full-time)	April 23, 2019	-	Master of Business Administration
3	Ms. Pham Thi Thom	Member (full-time)	April 16, 2021	November 01, 2025	Master of Finance and Banking
4	Mr. Nguyen Hai Dang	Member (full-time)	April 18, 2025	-	Master of Finance and Banking

#	Full name	Title	Start date	End date	Qualifications
5	Ms. Pham Thi Thu Huyen	Member (full-time)	April 18, 2025	-	Bachelor in Finance and Accounting
6	Ms. Mai Huong Thao	Member (full-time)	July 1, 2025	-	Master of Finance and Banking

In 2025, the SB carried out the functions and duties as stipulated in the Law on Credit Institutions (Law on CIs), the Charter on the organization and operation of VietinBank (the Charter), and the Regulation on the organization and operation of the SB. The SB convened 11 meetings to implement tasks, discuss, and provide opinions on matters within the mandate, specifically:

#	Full name	Number of meetings	Attendance rate	Reason for non-attendance
1	Ms. Le Anh Ha	11	11/11	
2	Ms. Nguyen Thi Anh Thu	11	11/11	
3	Ms. Pham Thi Thom	10	10/11	Not attending the SB meetings following the retirement and commencement of social insurance benefits from November 1, 2025.
4	Mr. Nguyen Hai Dang	8	8/11	Not attending the SB meetings prior to April 18, 2025 (<i>not yet a SB member</i>)
5	Ms. Pham Thi Thu Huyen	8	8/11	Not attending the SB meetings prior to April 18, 2025 (<i>not yet a SB member</i>)
6	Ms. Mai Huong Thao	6	6/11	Not attending the SB meetings prior to July 1, 2025 (<i>not yet a SB member</i>)

The SB meetings were attended by the leaders of the Internal Audit Department (IAD) and supporting staff, in order to review tasks and provide specific directions for each SB member, the IAD, and supporting staff for the upcoming period. These meetings covered the following agenda: evaluating the performance of the SB and the IAD in 2024; approving the work plan for 2025; setting the orientation for 2025; deploying the directives from the State Bank of Vietnam (SBV); and discussing matters related to business activities, governance and management, risk management, and digital transformation at VietinBank. The SB meetings were convened by the Head of the SB, with full attendance by all SB members. SB meeting minutes were prepared and filed as prescribed.

Remuneration of the SB: The remuneration for the Board of Directors (BoD) and the SB in 2025 is set at 0.11% of the profit after tax for 2025, in line with Article 6 of Resolution No. 29/NQ-GMS dated April 18, 2025 by the GMS (which approved that the maximum remuneration for the BoD and the SB in 2025 shall not exceed 0.25% of VietinBank's profit

II. RESULTS OF SEVERAL SPECIFIC TASKS**1. Oversight of governance, management by the BoD, the General Director and other executives of VietinBank**

The SB's oversight of the BoD, the General Director, and other executives of VietinBank was conducted regularly, based on the provisions of laws, VietinBank's Charter, and the directives of the Government and the SBV for credit institutions. The SB's findings indicate that the BoD, the BoD members, the General Director, and other executives fulfilled and complied with their rights and obligations as stipulated by laws and VietinBank's internal regulations; and aligned VietinBank's business activities with the set-forth targets and plans, in accordance with the guidance and directives of State regulators.

- ***Implementation of directives of the SBV and State regulators in 2025:*** The BoD and the General Director strictly complied with and actively implemented the policies and orientations of the Party, the Government, and the SBV as applicable from time to time, issued directives on operations across various fields. They continued to widely and drastically apply new technologies in banking operations, utilize artificial intelligence (AI) to support customers, integrate digital technologies into all aspects of operations, optimize processes, minimize manual tasks, and enhance labor productivity. The BoD developed and directed integrated solutions to stabilize lending interest rates, address difficulties for customers, and focus on safe and effective credit growth towards productive business sectors, and priority sectors in accordance with the Government policies (such as national key projects, key manufacturing industries, green credit, loans for social housing and worker housing under Resolution 33 of the Government, loans for young people under 35 years old, and credit programs for agriculture, forestry, and fisheries, etc.). Appropriate programs, product packages, and solutions were developed to promote credit growth, combined with credit quality control, improvement and NPLs recovery.

As for directives directly related to VietinBank's operations, the BoD and the Board of Management (BoM) cascaded down instructions to each unit and department. Units developed action plans, strengthened regular inspection, supervision, and control, and reported results to the leadership. There was frequent monitoring and evaluation of loan usage and repayment capacity of borrowers, with particular attention to those in risk-prone sectors such as real-estate investment and trading, securities, corporate bonds, borrowers and related persons with large outstanding loans, and borrowers with significant accrued interest, etc. Mechanisms were established to monitor and support branches with NPL ratio greater than 3%, and efforts continued to be made to review and control debt quality through tiered debt resolution solutions, promptly identifying and managing struggling customers to have timely responses.

- ***Performance of rights and duties of the BoD members, the General Director, and other executives:***

+ Regarding governance and management activities: In order to fulfill the assigned tasks and targets, the BoD developed a supervision plan, assigned individual BoD members and supporting committees to oversee and implement tasks through 17 themes covering all operations of VietinBank. Each BoD member carried out supervision in accordance with his/her assigned themes, ensuring independence and separation of duties between the BoD and the BoM as stipulated by the SBV and VietinBank's internal regulations. BoD members consistently played a guiding and supervisory role within their assigned mandate and closely coordinated with the

BoM members by region and sector to ensure adherence to the timeline and plan. The BoD held monthly meetings to review business results, set orientations, issue directives, and determine key management tasks and adjustment measures as necessary. At these meetings, the General Director, on behalf of the BoM, reported on VietinBank's business performance, highlights for the month, plans for the upcoming months, progress and results in implementing resolutions of the GMS, and directives from the BoD. BoD members reported on their supervision results in the month according to their assigned duties, identified issues and obstacles, and proposed solutions. Supporting committees of the BoD met regularly to report on progress of task implementation, discuss and address recorded matters and new issues requiring consultation, and advise the BoD on appropriate measures, thereby enhancing the effectiveness of governance and supervision by the BoD. Through these activities, BoD members strengthened their guiding and supervisory roles, closely coordinated with BoM members to implement and promote business activities, and resolve difficulties, obstacles, and bottlenecks in operations.

+ Based on the business plan, the General Director directed BoM members and units to proactively adopt new approaches and solutions, enhance competitiveness, and closely follow business targets and key priorities, aiming for sustainable and effective development. Accordingly, the General Director presided over monthly meetings with BoM members and Heads of Units at the Head Office to review the progress of business activities and identify existing issues and setbacks. The directives and orientations of the SBV were communicated and concluded by the General Director during these meetings, with tasks assigned to relevant units for implementation. At these meetings, the BoM discussed and proposed solutions to address difficulties and obstacles, assigned specific tasks to each BoM member, and fully exercised their comprehensive management role in guiding and promptly resolving issues arising at branches. The General Director issued directives and guidance to promote credit growth, develop credit programs, and foster programs to connect the Bank to enterprises, thereby facilitating access to credit for individuals and businesses. Service quality contests, initiatives to improve service quality, enhance customer experience, and develop human resources were actively implemented, alongside programs to ensure IT system security, safety and privacy, prevent fraud and scams, and provide timely warnings about the schemes of high-tech criminals. The business plan for 2025 was assigned to each branch at the end of 2024 and directly linked to branch directors, enabling branches to proactively and vigorously implement the plan from the beginning of the year, with targets allocated to each staff member. Risk management and credit quality control were emphasized in parallel with credit growth. As a result, in 2025, VietinBank successfully achieved the targets set by the GMS.

+ Against the backdrop of the restructuring of administrative units at various levels and public service entities, ministries, and agencies of the Government, the BoD and the General Director directed and assigned focal points to proactively assess the impact of policy changes on VietinBank's operations, and to actively engage with local authorities and relevant agencies to ensure seamless operations. Furthermore, in response to changes in laws, decrees, circulars, and guidelines (related to land, invoicing, VAT, corporate income tax, etc.), VietinBank took the initiative in implementing, adjusting, and developing internal regulations, as well as business plans and solutions that are adaptive and appropriate to the evolving models and policies, while supportive for customers. The Bank continued to pursue measures to complete the Project on restructuring of the credit institutions associated with the resolution of NPLs for the 2021–2025 period, making the best efforts to achieve the set objectives.

- **Risk Management:** Alongside business development, enhancing the effectiveness of risk

management has been identified as one of VietinBank's strategic priorities, contributing to operational safety and business growth closely linked with stringent credit quality control. VietinBank issued internal regulations on the risk management framework, established risk management principles, and promulgated policies and procedures governing the identification, measurement, monitoring, control, and reporting of key risks. These have been implemented comprehensively across all critical areas and activities of VietinBank, enabling early detection of issues that require attention or enhanced control to develop appropriate response. Additionally, risk limits for each key risk were updated, issued, and applied periodically. The Risk Management Committees and the Risk Council convened regularly to report on the situation, impacts, changes, and influences, and to advise and propose solutions to the BoD and the BoM for addressing outstanding issues to ensure effective risk control. Compliance with risk appetite was updated and reported frequently. The culture of compliance with legal regulations, directives from the SBV, and VietinBank's internal regulations was consistently communicated and widely disseminated at all levels. Internal audit and supervisory findings indicate that risk management at VietinBank adheres to the regulations stipulated in Circular 13/2018/TT-NHNN.

- ***Personnel affairs and organizational consolidation:*** In 2025, VietinBank re-arranged the BoD personnel by appointing one additional member and relieving one member from his position; added four members to the SB¹ and appointed four Deputy General Directors. The process of consolidating high-level personnel was carried out in strict accordance with legal procedures and VietinBank's Charter. Regarding the organizational model, to enhance operational efficiency and streamline the structure, in 2025, VietinBank continued to reform the internal control and inspection model, established the Credit Support Department at the Head Office, and re-organized the network of under-performing transaction offices.

- ***Oversight by the BoD and the General Director over internal control, risk management, and internal capital adequacy assessment*** was reflected through policy and executive documents issued by the BoD and the General Director, as well as through regular and ad-hoc reporting mechanisms and instructions for remediation of shortcomings as required or recommended by the SBV, independent auditors, other regulators, the SB and the IAD. Risk management and control activities were emphasized and strengthened; the culture of compliance, awareness of adherence to regulations, procedures, laws, and professional ethics was consistently promoted.

2. Oversight of business performance and financials

- ***Oversight of delivery of financial targets under the GMS Resolution***

The SB regularly supervised the implementation of the GMS Resolution, business plans, and financial targets assigned by the SBV, as well as directives from the Prime Minister and the SBV from time to time, followed up on the progress of strategic directions, business plans, financial targets, and compliance with prudential ratios and required limits; and conducted monthly reviews of data to assess the fulfillment of targets.

By participating in meetings of the BoD, the BoM, supporting committees of the BoD and the General Director, and other meetings convened by the BoD or the BoM related to bankwide governance and business operations, the SB: (i) Gained insight into VietinBank's operations; (ii) Assessed and provided opinions on the business performance and financial status of

¹ SB members perform rights and obligations as specified in Part I

VietinBank based on targets assigned by the GMS and directives from the SBV regarding business plans and credit growth for each period; (iii) Identified shortcomings and risks in business operations, governance, and risk management, thereby offering recommendations, proposals, and advisory support to the BoD and the BoM to make informed decisions in governance and operational direction.

- **Appraisal of financial statements:** The SB conducted the appraisal of the consolidated financial statements for the fiscal year ended December 31, 2024, based on the financial statements independently audited by Deloitte Vietnam Co., Ltd., and the interim consolidated financial statements for the period ended June 30, 2025, based on the financial statements independently audited by PwC Vietnam Co., Ltd. The appraisal results indicate that VietinBank's financial statements have been prepared and audited in accordance with legal regulations, and present a true and fair view, in all material respects, of VietinBank's consolidated financial position. The financial statements are presented in accordance with the SBV's regulations on financial reporting for credit institutions, and comply with Vietnamese Accounting Standards and current State regulations. Through the appraisal process, the SB monitored the legality, consistency, and integrity of accounting practices, accounting records, and the contents of the financial statements, as well as related appendices and documents.

By the end of 2025, VietinBank's business operations, in essence, experienced positive growth, successfully fulfilling the targets assigned by the SBV and the GMS. Key indicators including assets, liabilities, and lending showed increases compared to the beginning of the year. The leadership of VietinBank took measures to control and resolve debts, with the ratio of NPLs to total outstanding credit balance remaining under control. Kindly find below several key indicators:

Cal. unit: VND, %

Indicator	Targets set by the SBV and the GMS	Result as of December 31, 2025	Tracked against 2025 targets
Total Assets	To grow by 8-10%	16%	Achieved
Mobilized Funds	To grow by 8-10%	11.9%	Achieved
Credit Exposure	To follow the SBV-approved credit growth limits in each period	15.6%	Complied
NPL Ratio (Circular 31)	<1.8%	1%	Achieved
Profit Before Tax	32,500	41,146	127%

3. Update on the list of founding shareholders, major shareholders, and related persons of members of the BoD, the SB, and the BoM of VietinBank.

The SB regularly updated the list of related persons of members of the BoD, the SB, the BoM, and major shareholders of VietinBank, based on coordination and communication with the Secretariat to the BoD and Investor Relations. Monitoring and updates indicate that, compared to the end of 2024, the list of related persons of VietinBank in 2025 had some changes, reflecting adjustments in the composition of the BoD, the SB, and the BoM. Specifically:

- Mr. Nguyen Duc Thanh was released from his position as a BoD member of VietinBank for the 2024–2029 term to assume the position of Deputy General Director of

VietinBank, effective from April 18, 2025.

- Mr. Nguyen Van Anh was elected as a BoD member of VietinBank for the 2024–2029 term, effective from April 18, 2025.
- Mr. Nguyen Hai Dang and Ms. Pham Thi Thu Huyen were elected as members of the SB of VietinBank for the 2024–2029 term, effective from April 18, 2025.
- Mr. Duong Van Quan and Ms. Nguyen Bao Thanh Van were appointed as Deputy General Directors of VietinBank, effective from May 28, 2025.
- Ms. Dang Thi Viet Ha was appointed as Deputy General Director of VietinBank, effective from June 1, 2025.
- Ms. Mai Huong Thao was elected as a member of the SB of VietinBank for the 2024–2029 term, effective from July 1, 2025.
- Ms. Pham Thi Thom resigned from her position as a member of the SB, effective from November 1, 2025, to retire and receive social security benefits (*On October 8, 2025, VietinBank received Ms. Pham Thi Thom's resignation letter from the SB. VietinBank made a public disclosure in accordance with Official Letter No. 987/HĐQT-NHCT-VPHQQT1 dated October 8, 2025. The BoD will report to the GMS at the 2026 AGM.*

This list has been promptly updated and filed by the SB as regulated.

4. Oversight of approval and execution of contracts, transactions within the authority of the GMS and the BoD.

- ***Review of contracts and transactions with related persons of VietinBank within the approval authority of the BoD or the GMS:*** In 2025, the SB reviewed 28 contracts/transactions between VietinBank and institutions that are related persons (subsidiaries, affiliates, major shareholders). The review results show that the procedures, processes, and approval authority were in accordance with legal regulations and VietinBank's Charter. The signing and execution of contracts were legally grounded, approved by the BoD within the mandate, and disclosed as required.
- ***Review of transactions between VietinBank and companies in which members of the BoD, the General Director, or other executives are founding members or managers within the three years preceding the transaction:*** The review found one case - Ms. Pham Thi Thanh Hoai, a BoD member of VietinBank, is the Chairwoman of the Members' Council of VietinBank Lao Limited (VietinBank Lao). In 2025, based on submitted documents, the SB recorded 06 transactions between VietinBank and VietinBank Lao. The review confirmed that these transactions were subject to the authority of the BoD, duly approved, and legally grounded.
- ***Oversight of approval of investment projects, purchase and sale of fixed assets, and other contracts and transactions:*** In fulfilling the responsibility to oversee the approval of contracts and transactions related to investment projects, the purchase and sale of fixed assets, and other transactions within the authority of the GMS and the BoD, the SB, based on relevant records and documents, found that resolutions were passed in accordance with proper procedures, authority, and in compliance with legal regulations, the Charter, and the Regulation on the organization and operation. Additionally, the SB monitored the implementation of the Resolution on approval of capital plans, the purchase and sale as per the approved plans, and regularly tracked progress.

5. Direction and high-level supervision over IAD

Based on VietinBank's development plan and orientation, directives from the SBV, and the results of supervision and risk identification by the SB and the IAD, the SB instructed the IAD to develop a well-defined and priority-driven audit plan for 2025, giving precedence to

areas and activities flagged for attention or potential risks as directed by the SBV (such as credit operations, IT, anti-money laundering, counter-terrorism financing, statistical reporting systems under Circular 35/2015-TT-NHNN, digital transformation, etc.). The IAD conducted independent audits and assessments of compliance with mechanisms, policies, legal regulations, and internal rules by the BoD, the General Director, and the first and second lines of defense, including identifying shortcomings, limitations, and their causes. Additionally, the IAD independently reviewed and assessed the relevance and legal compliance of internal mechanisms and policies. Based on these findings, the IAD proposed recommendations to the BoD, the General Director, the BoM members, and the first and second lines of defense to establish roadmaps and implement measures to address shortcomings and limitations. In 2025, the IAD carried out and completed 13 audits as per the approved plan (9 thematic operational audits and 4 unit audits). The IAD strengthened audits of credit extensions to sectors and industries identified as high-risk or flagged for attention according to directives from the SBV.

III. COORDINATION BETWEEN THE SB AND THE BOD, THE GENERAL DIRECTOR AND THE SHAREHOLDERS

In 2025, based on coordination and communication between the SB, the BoD, the BoM, and the stakeholders, information was shared in strict compliance with legal regulations and internal policies. The SB regularly participated in periodic meetings of the BoD and monthly meetings of the BoM, and attended, as invited guests, meetings of certain committees under the BoD and councils under the General Director. The SB closely collaborated with the BoD and the BoM in fulfilling the functions and duties, exchanging information in accordance with the principles of compliance with legal regulations and VietinBank's internal policies. Based on the results of supervision and internal audit activities, the SB made recommendations and proposals, providing advisory support to the BoD and the BoM to enhance governance, risk control, and take necessary measures to address shortcomings and limitations. This support also provided the Chairman of the BoD and the General Director with additional reference information in making decisions, and directing relevant units to research and take measures to promote business in line with strategic orientation, effectively managing risks, and improving the quality and safety of banking operations.

In 2025, the SB did not receive any requests from shareholders or groups of shareholders regarding the review of accounting records, documents, or requests for inspection related to VietinBank's business operations, governance, or management.

IV. ORIENTATIONS FOR THE BS ACTIVITIES IN 2026

Based on the functions and duties of the SB, as well as directives from the Government and the SBV regarding key objectives, tasks, orientations, business plans, and financial targets for 2026 as assigned by the GMS and approved by the SBV, in 2026, the SB will strive to continue fulfilling the responsibilities and powers in accordance with legal regulations and internal policies, with a particular focus on the following key tasks:

1. Executing oversight function pursuant to laws, Charter and directives of the SBV

- Overseeing VietinBank's governance and management activities to ensure compliance with legal regulations, internal policies, the Charter, resolutions and decisions of the GMS and the BoD; monitoring the implementation of resolutions of the GMS and directives from regulators; supervising the approval and execution of investment projects, purchase and sale of fixed assets, contracts, and other transactions within the decision-making authority of the GMS and the BoD; monitoring compliance with the provisions of Chapter VII of the Law on Credit Institutions 2024 regarding restrictions to ensure operational safety; overseeing the financial status and the performance of business plan, and appraising periodic financial statements.

- Fully and strictly implementing all directives and requirements of the SBV as set forth in warnings and recommendations. Developing a comprehensive, risk-based internal audit plan covering all aspects of operations, which is closely aligned with the directives of the SBV.
- Further strengthening audit and supervision across all activities to detect and identify risks, issue warnings, and promptly address violations and potentially risky activities, with particular focus on key risks such as credit risk, liquidity risk, and operational risk (especially in credit granting activities, real estate lending, groups of customers and related persons, accrued interest, debt classification structure, and risk provisioning, etc.). Maintaining ongoing supervision through information systems, promptly reporting, identifying and controlling issues with significant impact on banking operations, providing recommendations and developing appropriate response.
- Maintaining information exchange mechanisms with the BoD and the BoM to stay informed for supervisory activities and monitor the implementation of directives from SBV.
- Overseeing the implementation of corrective actions for shortcomings and limitations as per requirements, recommendations from regulators, as well as internal recommendations from the SB and IAD.

2. Improving the IAD's audit capacity and quality

- Exercising the high-level supervision over IAD to ensure that internal audit activities fulfill the approved annual plan, and that internal audit reports meet the quality requirements of Internal Audit Standards (accuracy, objectivity, clarity, conciseness, constructiveness, completeness, and timeliness).
- Further enhancing IT capabilities and applying AI in audit activities, developing and training human resources, deploying teamwork solutions, and developing supporting tools and software. Continuing to reform audit methods and mindset to improve the quality and effectiveness of audit work, ensuring compliance with legal and internal regulations, and closely following the directives of the SBV.

Kindly submit to the GMS!

**PP. SUPERVISORY BOARD
HEAD**



Le Anh Ha
Le Anh Ha

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE**

108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 024.39421030

Business Registration Certificate No. 0100111948
13th revision dated January 8, 2024

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

Hanoi, April 23rd, 2026

PROPOSAL

Re: Approval of the 2025 Audited Financial Statements

**To: The General Meeting of Shareholders of
Vietnam Joint Stock Commercial Bank for Industry and Trade**

Pursuant to the current regulations of the State and the guiding documents of relevant Ministries and Agencies in the field of finance and accounting;

Pursuant to the Charter on organization and operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to Resolution No. 29/NQ-DHDCD dated April 18, 2025 of the General Meeting of Shareholders (GMS) of VietinBank;

Pursuant to Official Letter No. 2800/NHNN-TCKT dated April 15, 2025 of the State Bank of Vietnam (SBV) regarding the business plan and financial plan for 2025 of VietinBank;

Pursuant to Official Letter No. 6453/NHNN-TCKT dated July 25, 2025 of the SBV regarding the financial plan and assignment of targets for evaluation of the efficiency of the State capital investment in 2025 of VietinBank;

Pursuant to the Board of Directors' Resolution No. 347/NQ-HĐQT-NHCT-VPHĐQT1 dated September 03, 2025 on the approval and official announcement of business targets for 2025;

Pursuant to the financial statements for the fiscal year ended December 31, 2025 of VietinBank audited by PwC Vietnam Limited;

Pursuant to the Supervisory Board's report on the results of the appraisal of the consolidated financial statements for the fiscal year ended December 31, 2025 of VietinBank;

The Board of Directors of Vietnam Joint Stock Commercial Bank for Industry and Trade respectfully submits to the General Meeting of Shareholders:

In alignment with the directions of the Government and the State Bank of Vietnam, VietinBank continues to affirm and fully leverage its role as a key commercial bank and a pillar of the Vietnamese economy to make positive contributions to the country's socio-economic development. The year 2025 marks a breakthrough in the implementation of the challenging medium-term business plan for the 2024–2026 period, during which VietinBank has achieved positive results. The Bank's key financial indicators achieved in 2025 are as follows:

Unit: VND billion/%

No.	Indicator	2025 Performance	2024 Performance	+/- compared to 2024	+/- % compared to 2024	2025 Plan
1	Total Assets	2,767,699	2,385,388	+382,311	+16.0%	To grow by 8-10%
2	Credit Exposure	1,994, 686	1,725,877	+268,809	+15.6%	To follow the SBV-approved credit growth limits and SBV's credit policy orientation in each period.
3	Mobilized Funds	1,967,762	1,757,995	+209,768	+11.9%	To grow in line with credit growth, in alignment with the SBV-required prudence ratios
4	NPL ratio (Circular 31)	1%	1.1%	-	-	< 1.8%
5	Separate Profit before Tax	41,146	30,361	+10,785	+35.5%	VND 32,500 billion
6	Consolidated Profit before Tax	43,444	31,764	+11,680	+36.8%	


(Source: Audited consolidated and separate financial statements (FS) for 2024, 2025, VietinBank has disclosed the audited FS for 2025 on its IR website at <https://investor.vietinbank.vn/vi/periodicreports.aspx>, and disclosed to the State Securities Commission and stock exchanges in Vietnam on March 31, 2026).

The Board of Directors would like to seek approval from the General Meeting of Shareholders for the following:

- Approval of 2025 audited financial statements, prepared in accordance with Vietnamese Accounting Standards and the Accounting Regime applicable to Vietnamese credit institutions as of December 31, 2025, and for the period from January 1, 2025 to December 31, 2025.
- Authorizing the Board of Directors of VietinBank to adjust the figures in 2025 audited financial statements as required by competent State authorities (if any).

Respectfully submitted for approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Tran Minh Binh

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE**

108 Tran Hung Dao, Cua Nam, Hanoi
Tel: 024.39421030

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

Hanoi, April 23rd, 2026

PROPOSAL

Re: Selection of an Independent Auditor for the Audit of Financial Statements and Provision of Assurance Services for the Operation of the Internal Control System in Preparation and Presentation of VietinBank's Financial Statements for the Year 2027

**To: The General Meeting of Shareholders of
Vietnam Joint Stock Commercial Bank for Industry and Trade**

Pursuant to the Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024 and its amendments and supplements;

Pursuant to Circular No. 51/2024/TT-NHNN dated November 29, 2024 of the State Bank of Vietnam on independent audit of credit institutions and branches of foreign banks;

Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

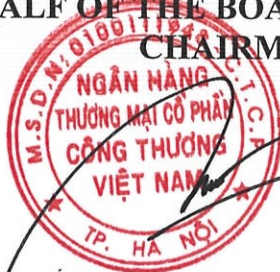
The Board of Directors (BoD) of VietinBank respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. The selection of Deloitte Vietnam Auditing Company Limited as the independent auditing organization to review the semi-annual financial statements (FS), audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.
2. Authorizing and assigning VietinBank's BoD:
 - To decide on the necessary contents and organize the implementation of procedures to sign 2027 audit service contract with Deloitte Vietnam Auditing Company Limited.
 - In the event that the signing of the audit service contract cannot be carried out, VietinBank's BoD is authorized to select another independent audit organization that meets the conditions stipulated in Circular 51/2024/TT-NHNN and is on the list of audit organizations approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2027 to review the semi-annual FS, audit the annual FS, and provide assurance services for the operation of the internal control system in the preparation and presentation of VietinBank's 2027 FS.

Proposal for Selection of an Independent Auditor for the Audit of Financial Statements and Provision of Assurance Services for the Operation of the Internal Control System in Preparation and Presentation of VietinBank's Financial Statements for the Year 2027

Respectfully submitted for approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Tran Minh Binh