

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

108 Tran Hung Dao, Hoan Kiem, Hanoi

Tel: 024.39421030

Business Registration Certificate No. 0100111948

13th revision dated January 8th 2024**SOCIALIST REPUBLIC OF VIETNAM**
Independence – Freedom – HappinessHanoi, April 17th, 2025**PROPOSAL***Ref. approval of the 2024 audited financial statements***For the attention of: The General Meeting of Shareholders of Vietnam Joint Stock Commercial
Bank for Industry and Trade***Pursuant to the current regulations of the State and written guidelines of the line ministries and agencies in finance and accounting;**Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);**Pursuant to the Resolution No.27/NQ-DHDCD by the General Meeting of Shareholders dated April 27, 2024;**Pursuant to Official Letter No.3443/NHNN-TCKT dated April 24, 2024 of the State Bank of Vietnam (SBV) regarding the business plan, financial plan in 2024 of VietinBank;**Pursuant to Official Letter No.7559/NHNN-TCKT dated September 13, 2024 of the SBV regarding the financial plan and assignment of indicators for evaluation of the efficiency of the State capital investment in 2024 of VietinBank;**Pursuant to the Resolution No.381/NQ-HĐQT-NHCT-VPHDQT1 dated October 09, 2024 by VietinBank's Board of Directors on formal approval and announcement of the 2024 business targets;**Pursuant to VietinBank's Financial Statements for the year ended December 31, 2024, audited by Deloitte Vietnam Ltd.;**Pursuant to the report by the Supervisory Board of VietinBank on the results of review of VietinBank's consolidated financial statements for the fiscal year ended December 31, 2024;**The Board of Directors of VietinBank would like to submit to the General Meeting of Shareholders the following:**In alignment with the directives of the Government and the SBV, VietinBank continues to assert and strengthen its role as a key pillar of Vietnam's economy, significantly contributing to the nation's socio-economic development. The year 2024 marked the first year of implementing VietinBank's challenging medium-term business plan for the 2024-2026 period, and the Bank has achieved positive results. VietinBank's financial highlights in 2024 are as follows:**Unit: VND billion/%*

No.	Item	2024 performance	2023 performance	+/- vs. 2023	+/- % vs. 2023	2024 Target
1	Total assets	2,385,388	2,032,614	352,774	17.4%	To grow by 8-10%
2	Credit exposure	1,725,877	1,478,228	247,650	16.8%	To follow the SBV-approved credit growth cap and credit orientation policies from time to time

No.	Item	2024 performance	2023 performance	+/- vs. 2023	+/- % vs. 2023	2024 Target
3	Total deposits	1,757,995	1,526,275	231,720	15.2%	To be aligned with credit growth and in compliance with the SBV-set prudence ratios
4	NPLs out of total credit exposure as per Circular 31	1,1%	1%	-	-	
5	Separate Profit-before-tax	30,361	24,194	6,167	25.5%	VND 26,300 billion
6	Consolidated Profit-before-tax	31,764	24,990	6,774	27.1%	

(Source: Audited consolidated and separate financial statements of FY2023 and 2024)

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

- Approval of VietinBank's 2024 audited financial statements prepared in accordance with Vietnamese Accounting Standards and Accounting Regime applicable to Vietnamese credit institutions as of December 31, 2024 and for the period of January 1, 2024 to December 31, 2024.
- Authorizing the Board of Directors of VietinBank to adjust the figures of 2024 financial statements at the request of the competent State agencies (*if any*).

Looking forward to the approval of the General Meeting of Shareholders.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN**



Trần Minh Bình

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

108 Tran Hung Dao, Hoan Kiem, Hanoi
Tel: 024.39421030

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 17th, 2025

PROPOSAL

Ref. selection of an independent audit firm to audit financial statements and provide assurance service for the operation of the internal control function in preparation and presentation of VietinBank's financial statements in 2026

**For the attention of: 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;

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

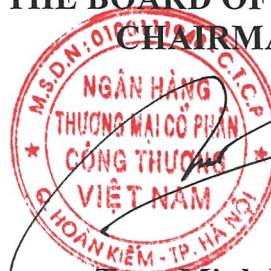
Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank).

The Board of Directors of VietinBank would like to submit to the Annual General Meeting of Shareholders for consideration and approval for authorizing the Board of Directors to select an independent audit firm that meets the conditions specified in Circular No.51/2024/TT-NHNN and that is among the list of audit firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2025 (*as per the attached list*) and updated as of the time of making decision on selection of an independent audit firm to review the half-year financial statements, audit the financial statements and provide assurance service for the operation of the internal control function of VietinBank in preparation and presentation of the financial statements of VietinBank in 2026.

Looking forward to the approval of the General Meeting of Shareholders.

PP. THE BOARD OF DIRECTORS

CHAIRMAN



Trần Minh Bình

THE LIST OF AUDIT FIRMS APPROVED TO AUDIT PUBLIC INTEREST ENTITIES IN THE SECURITIES SECTOR IN 2025

(According to the announcement of the State Securities Commission¹)

No.	COMPANY NAME
1	KPMG Vietnam Co., Ltd.
2	Ernst & Young Vietnam Co., Ltd.
3	Deloitte Vietnam Co., Ltd.
4	PWC Vietnam Co., Ltd.
5	AASC Auditing Firm Co., Ltd. (AASC)
6	Grant Thornton Vietnam Co., Ltd. (GT)
7	A&C Auditing and Consulting Co., Ltd. (A&C)
8	Ecovis AFA Vietnam Auditing – Appraisal and Consulting Co., Ltd. (Ecovis AFA)
9	CPA Vietnam Auditing Co., Ltd. (CPA VIETNAM)
10	Viet Values Audit and Consulting Co., Ltd. (Chuẩn Việt)
11	Southern Auditing and Accounting Financial Consulting Services Co., Ltd. (AASCS)
12	Anviet Auditing Co., Ltd. (An Việt CPA)
13	Vaco Auditing Co., Ltd. (Vaco)
14	Sao Viet Auditing Co., Ltd. (Sao Việt)
15	RSM Vietnam Auditing & Consulting Co., Ltd. (RSM)
16	AFC Vietnam Auditing Co., Ltd. (AFC)
17	AAC Auditing and Accounting Co., Ltd. (AAC)
18	NVA Auditing Co., Ltd. (NVA)
19	MOORE AISC Auditing and Informatics Services Co., Ltd. (Moore AISC)
20	UHY Auditing and Consulting Co., Ltd. (UHY)
21	Nhan Tam Viet Auditing Co., Ltd. (NTV)
22	Viet Nam Auditing & Evaluation Co., Ltd. (VAE)
23	International Auditing Co., Ltd. (ICPA)
24	BDO Audit Services Co., Ltd. (BDO)
25	FAC Auditing Co., Ltd. (FAC)
26	Viet Nam Auditing and Valuation Co., Ltd. (AVA)
27	International Auditing and Valuation Co., Ltd. (IAV)



¹Weblink Thông tin công bố || UBCKNN thông báo danh sách công ty kiểm toán và kiểm toán viên được chấp thuận kiểm toán cho đơn vị có lợi ích công chúng thuộc lĩnh vực chứng khoán năm 2025 (20/11/2024) (ssc.gov.vn)

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM**
Independence – Freedom – Happiness108 Tran Hung Dao, Hoan Kiem, Hanoi
Tel: 024.39421030Hanoi, April 17th 2025Business Registration Certificate No. 0100111948
13th revision dated January 8th 2024**PROPOSAL***Ref. Approval of the 2024 Profit Distribution Plan***For the attention of: The General Meeting of Shareholders of
Vietnam Joint Stock Commercial Bank for Industry and Trade***Pursuant to the Law on Credit Institutions 2024 No. 32/2024/QH15;**Pursuant to the current regulations of the Law in finance and accounting;**Pursuant to the Charter on Organization and Operation of Vietnam Joint Stock
Commercial Bank for Industry and Trade (VietinBank);**Pursuant to 2024 audited separate financial statement;*

The Board of Directors would like to seek the approval from the General Meeting of Shareholders (GMS) of the 2024 profit distribution plan which is under ongoing submission to the competent State agencies for approval as below:

Unit: million VND

No.	Item	Formula	Amount (*)
1	2024 Separate Profit after Tax		24,259,028
2	Adjustment due to the change in profit of previous year (*)		258,190
3	Undistributed profit	(3)=(1)-(2)	24,000,838
4	Appropriation to the Charter Capital Supplementary Reserve	(4)=(3)*10%	2,400,084
5	Appropriation to Financial Reserve Fund	(5)=(3)*10%	2,400,084
6	Appropriation to Investment and Development Fund	(6)=(3)*2%	480,017
7	Appropriation to Bonus and Welfare Funds (**)		3,123,867
8	Remaining profit after appropriation to required funds and to Bonus and Welfare Funds	(8)=(3)-(4)-(5)-(6)-(7)	15,596,786

No.	Item	Formula	Amount (*)
9	Stock dividend: according to the approval of the competent State agencies		15,596,786

(*) *Accounting adjustment after the time of preparation of 2023 financial statements which has been reflected in the 2024 audited financial statements.*

(**) *Including Bonus Fund for Managers*

We would like to, hereby, request the GMS to authorize the Board of Directors of VietinBank:

- (i) To make decision on and implement the official plan for 2024 profit distribution according to the approval by the competent State agencies.
- (ii) To make decision on the amounts temporarily appropriated to the funds in 2025 from the separate profit after tax of 2024, at the rates not exceeding the maximum rates according to current regulations.
- (iii) To make decision on the use of Bonus Fund for Managers annually for the purposes permissible in accordance with the law.

Looking forward to the approval of the GMS.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN**



Tran Minh Binh

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

108 Tran Hung Dao, Hoan Kiem, Hanoi

Tel: +84.24.39421030

Business Registration Certificate No. 0100111948

13th revision dated January 8th 2024Hanoi, April 17th 2025**PROPOSAL***Ref approval of the remuneration in 2025 for the Board of Directors and the Supervisory Board***For the attention of: The General Meeting of Shareholders of****Vietnam Joint Stock Commercial Bank for Industry and Trade***Pursuant the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);**Pursuant to Resolution No. 27/NQ-DHDCD dated April 27, 2024 of the General Meeting of Shareholders of VietinBank;**Pursuant to Official Dispatch No. 7456/NHNN-TCCB dated September 10, 2024 of the State Bank of Vietnam (SBV) on VietinBank's 2024 Salary budget; the Board of Directors' Resolution No. 16/NQ-HDQT-NHCT-VPHDQT1 dated January 21, 2025 on approving the 2024 realized salary fund of VietinBank (of the Bank only);*

The Board of Directors (BoD) of VietinBank would like to seek the General Meeting of Shareholders (GMS)' approval of the remuneration for the BoD and Supervisory Board in 2025 as below:

1. Realized remuneration for the BoD and Supervisory Board in 2024

- According to Resolution No.27/NQ-DHDCD dated April 27, 2024, the GMS approved the remuneration rate for the BoD and Supervisory Board in 2024 of up to 0.25% of profit after tax.

- The actual remuneration rate in 2024 for the BoD and Supervisory Board is 0.12% of profit after tax, lower than the rate approved by the GMS, for the following reasons:

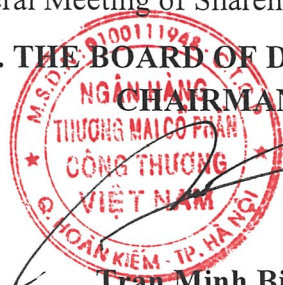
+ In 2024, VietinBank continued to take multiple measures to share and remove difficulties for the customers and cut the Bank's operating costs.

- The average realized salary of VietinBank's Managers in 2024 could only be raised by 1.6% from 2023, although VietinBank's profit increased by 25.5% compared to that in 2023;

2. BoD' s proposal on remuneration rate for the BoD and the Supervisory Board in 2025

In light of the key business targets for 2025 presented at the GMS and the expected number of members of the BoD and Supervisory Board in 2025 of VietinBank as well as the 2024 remuneration rate that was approved by the GMS, the BoD would like to seek the GMS's approval of **the remuneration rate for the BoD and the Supervisory Board in 2025 of up to 0.25% of profit after tax in 2025 (Same with the approved rate in 2024 by the GMS).**

Looking forward to the approval of the General Meeting of Shareholders.

PP. THE BOARD OF DIRECTORS**CHAIRMAN****Trần Minh Bình**

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

108 Tran Hung Dao, Hoan Kiem, Hanoi
Tel: 024.39421030

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

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

Hanoi, April 17th, 2025

PROPOSAL

Ref. approval for listing of VietinBank's publicly offered bonds in 2025 on Hanoi Stock Exchange after completion of the offerings

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

Pursuant to the Law on Securities dated November 26, 2019 ("the Law on Securities");

Pursuant to the Decree No.155/2020/ND-CP dated December 31, 2020 by the Government detailing the implementation of some articles of the Law on Securities ("Decree No.155");

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

The Board of Directors of Vietnam Joint Stock Commercial Bank for Industry and Trade ("**VietinBank**") would like to report to the General Meeting of Shareholders (GMS) as follows:

Regarding bonds offered to the public, Point i, Clause 3, Article 15 of the Law on Securities specifies that: "*The Issuer undertakes to have its shares listed on the securities trading platform after completion of the offering*".

Regarding the authority to approve the listing of publicly offered bonds:

- According to Clause 3, Article 20, Decree No. 155, an application for public bond offering of an Issuer includes "Decision of the GMS or the Board of Directors or the Members' Council or the company's owner on approval of the issuance plan, the plan for use and repayment of proceeds from the public bond offering, and the listing of bonds on a securities trading platform"; and
- Point a, Clause 2, Article 118, Decree 155 stipulates that an application for listing of bonds includes "*A written request for listing registration according to Form No. 28 of the Appendix issued under Decree 155*". According to this Form, the application for listing of publicly offered bonds includes: "Decision of the GMS or the Members' Council or the company's owner on approval of the listing".

In light of the foregoing, the listing of VietinBank's publicly offered bonds is subject to the approval authority of the GMS.

Therefore, the Board of Directors of VietinBank would like to seek the GMS' approval for:

1. Listing VietinBank's publicly offered bonds in 2025 on the Hanoi Stock Exchange after the completion of the offerings, to ensure compliance and in relevance with the provisions of the Law on Securities, guidelines thereof and provisions of applicable laws.
2. Authorizing VietinBank's Board of Directors to decide and direct the execution of procedures related to the registration for listing of VietinBank's publicly issued bonds in 2025 on the Hanoi Stock Exchange, ensuring compliance with the provisions of law.

Looking forward to the approval of the GMS.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS**



Tran Minh Binh



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

108 Tran Hung Dao, Hoan Kiem, Hanoi

Tel: 024.39421030

Business Registration Certificate No.

0100111948

13th revision dated January 8th, 2024Hanoi, April 17th, 2025**PROPOSAL**

Ref. Plan on charter capital increase through the issuance of stock dividend from remaining profits of 2021, 2022 and of 2009-2016 period

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

To realize the vision of developing Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) to become the most multi-functional, modern and effective bank in Vietnam, one among the best banks in the Asia-Pacific region by 2030; to be the strongest and most prestigious bank in Vietnam, one of the leading banks in the Asia-Pacific region and highly trusted bank in the world by 2045; to further enhance financial capacity in line with business scale and strategic objectives, the Board of Directors (BoD) of VietinBank would like to seek approval from the General Meeting of Shareholders (GMS) for the Plan on charter capital increase through the issuance of stock dividend from the remaining profits of in 2021, 2022 and of 2009 – 2016 period, specifically as follows:

I. RATIONALE FOR CHARTER CAPITAL INCREASE

- Over the last few years, VietinBank has always taken the initiative in thorough adoption of multiple solutions to strengthen financial capacity, from successfully implementing the privatization, selecting strategic partners to collaborate on business development; to aggressively restructuring business operations towards efficiency, safety and sustainability in order to accumulate financial resources for incremental Tier 1 capital; restructuring the portfolio of assets in the direction of reducing the proportion of high risk-weighted assets, issuing subordinated bonds to increase tier 2 capital. To meet VietinBank's development needs in the coming time, promote the role of a key bank, a pillar of the economy in execution of the policies and orientations of the State Bank of Vietnam (SBV) and the Government, one of the prerequisites is that VietinBank needs to further improve financial capacity, meet capital requirement to comply with regulations on capital adequacy ratio (CAR) as prescribed in Circular 41/2016/TT-NHNN, strive towards CAR target according to Decision No. 689/QĐ-TTg dated June 8th, 2022 on approving the Plan on "Restructuring the system of credit institutions in association with bad debt recovery in the period of 2021-2025" and Decision No. 412/QĐ-TTg dated March 31st, 2022 approving the Project to improve sovereign credit rating by 2030.

- Charter capital is one of the critical considerations taken by international credit rating agencies during evaluation to decide whether to upgrade or downgrade the credit rating of VietinBank; thereby, affecting the forecast of international credit rating agencies on the outlook of Vietnam's banking and finance industry in particular and Vietnam's economy in general.
- In addition, the charter capital serves as the basis for determining fixed asset investment, equity investment, and credit limits, etc. Therefore, raising charter capital is a prerequisite to meet the demand for business expansion through increasing credit, investment limits, etc.; thereby, enhancing the ability to extend credit to the economy, helping to promote economic growth and ensuring social security, delivering macro-economic objectives as directed by the Government and the SBV.

II. LEGAL GROUNDS

- Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020 and guiding documents;
- Law on Credit Institutions No. 32/2024/QH15 dated January 18th, 2024;
- Law on management and use of state capital investment in production and business at enterprises No. 69/2014/QH13 dated November 26th, 2014;
- Decree No. 91/2015/ND-CP dated October 13th, 2015 on state capital investment at enterprises and management and use of capital and assets at enterprises; Decree No. 32/2018/ND-CP dated March 8th, 2018 amending and supplementing a number of articles of Decree No. 91/2015/ND-CP; Decree No. 121/2020/ND-CP dated October 9th, 2020 amending and supplementing Clause 2, Article 12 of Decree No. 91/2015/ND-CP, which was amended and supplemented in Clause 5, Article 1 of Decree No. 32/2018 /ND-CP; Decree No. 140/2020/ND-CP dated November 30th, 2020 amending and supplementing a number of articles of Decree No. 126/2017/ND-CP, Decree No. 91/2015/ND-CP and Decree No. 32/2018/ Decree-CP;
- Decree No. 155/2020/ND-CP dated December 31st, 2020 elaborating on a number of articles of the Law on Securities;
- Circular No.118/2020/TT-BTC dated December 31st, 2020 providing several guidelines on offering, issue of securities, tender offer, repurchase of shares, listing and delisting of public companies;
- Circular 50/2018/TT-NHNN dated December 31st, 2018 stipulating the documents, processes, and procedures for approval of a number of changes in commercial banks and foreign bank branches;
- Statute on direct owners' representatives, State capital representatives at credit institutions, financial institutions and enterprises managed by the State Bank of Vietnam, issued under Decision No. 1500/QD-NHNN dated September 20th, 2021;
- Regulation on listing and trading of listed securities promulgated under Decision No. 17/QD-HDTV dated March 31st, 2022 by the Vietnam Stock Exchange.



- Statute on the rights of securities owners issued under Decision No. 09/QĐ-HĐTV dated August 10th, 2023 by the Vietnam Securities Depository and Clearing Corporation (VSDC);
- Statute on registration and transfer of securities ownership issued under Decision No. 50/QĐ-HĐTV dated November 1st, 2024 by VSDC;
- Charter on organization and operation of VietinBank;
- Other relevant Vietnamese legal documents.

III. PLAN ON CHARTER CAPITAL INCREASE THROUGH THE ISSUANCE OF SHARES FOR STOCK DIVIDEND PAYMENT (*VIETINBANK IS NOW SEEKING FOR APPROVAL FROM THE COMPETENT STATE AGENCIES*)

1. Amount of incremental charter capital

- **Current charter capital:** VND 53,699,917,480,000.
- **Expected charter capital increase through the issuance of stock dividend:** VND 23,971,052,460,000.
- **Expected charter capital after successful issuance of full amount of shares for dividend payout:** VND 77,670,969,940,000 (up 44.64% compared to pre-issuance).

2. Detailed plan on the issuance of stock dividend

- **Type of shares:** Common share.
- **Par value:** VND 10,000/share (Ten thousand dong per share).
- **Number of outstanding shares:** 5,369,991,748 shares.
- **Number of treasury shares:** 0 share.
- **Volume, total value, ratio of issue:**
 - Maximum number of shares to be issued: 2,397,105,246 shares.
 - Total value of issued shares at par value: VND 23,971,052,460,000.
 - Expected issue ratio: 44.64% of expected outstanding shares.

(The issue volume, total value of issued shares at par value, and specific issue ratio follow the approval of the competent State agency).

- **Issued to:** existing shareholders in VietinBank's list of shareholders as at the time of closing the list of shareholders receiving stock dividend under the capital increase plan approved by the GMS and in compliance with current legal provisions.
- **Source of fund:** from the remaining profits in 2021, 2022 and of 2009-2016 period *(please see details in part 2, Appendix 01 enclosed herewith)*.
- **Issue date:** The GMS authorizes the BoD to make decision on the issue date after obtaining the approval by competent authorities for the issue plan.
- **Completion date:** The time to complete the charter capital increase is in accordance with the permit/approval by the competent authorities.
- **Solution for dealing with fractional shares:** The number of shares issued to pay dividend to shareholders will be rounded down to whole-number part, any decimal



part will be removed. For example, a shareholder who holds 100 shares at the time of closing the list of existing shareholders will receive a stock dividend of 44 shares.

3. **Registration, listing of additional shares for trading:** Additional shares will be registered with VSDC, and listed on the Ho Chi Minh City Stock Exchange in compliance with current provisions of laws.

IV. PLAN ON USE OF INCREMENTAL CHARTER CAPITAL AND CAPITAL EFFICIENCY

1. Plan on use of incremental charter capital

The entire incremental charter capital is expected to be used for and allocated to VietinBank's business activities with an appropriate structure on the principle of ensuring safety, efficiency and bringing the highest benefits to shareholders.

The progress of using the incremental charter capital for business activities is in line with the capital use demand and market situation, subject to the authority of the BoD (or otherwise as delegated and authorized by the BoD). It is expected to be used for the following areas:

- Investing in infrastructure, technology platforms, and services development: Investing in projects to modernize, enhance banking governance capacity; upgrading technical and technology infrastructure, boosting modern products and services, increasing customer offerings.
- Expanding VietinBank's credit, investment activities and other business activities;

2. Capital efficiency

- Charter capital increase lays the foundation for VietinBank to enhance financial capacity, position and competitiveness in line with the bank's business scale. It also serves as a basis to ensure consistent compliance with capital adequacy ratio under Basel II, aiming towards Basel III and further promote the role as a credit supplier to the economy and align with the common development trend of Vietnam's banking industry, secure the successful delivery of business strategic objectives, improve profitability, bring increasing higher returns on the capital paid up by shareholders.
- Based on the capital increase plan and 2025 business plan, VietinBank sets forth some financial targets as follows:

Indicators	Targets for 2025
Total assets	Grow by 8% – 10%
Credit exposure	Follow the credit growth quota as approved by the SBV and the credit management policy as directed by the SBV from time to time
Deposits	In line with credit growth rate to secure liquidity ratios
NPL ratio out of credit	< 1.8%

exposure	
Separate profit before tax	As approved by the competent State agency (<i>VietinBank continues to drastically improve business performance, demonstrate the roles as the key bank, pillar and mainstay of the economy</i>).
Dividend	The dividend payout ratio and structure (<i>cash, stock dividends</i>) comply with approval of the competent State agency and applicable laws.
Prudent ratios	As regulated by the SBV

3. Rights and obligations of shareholders as recipient of additional shares

- Organizations and individuals as recipients of additional shares issued to increase charter capital of VietinBank are responsible for complying with the provisions of applicable laws, the regulations of the SBV, the Charter of VietinBank and the provisions of the Charter Capital Increase Plan enclosed herewith.
- Organizations and individuals as recipients of additional shares issued to increase charter capital of VietinBank are treated fairly and entitled to all benefits of VietinBank shareholders in accordance with the applicable laws.

V. CURRENT SHAREHOLDING STRUCTURE AND EXPECTED STRUCTURE AFTER CHARTER CAPITAL INCREASE

Please see the current and post-capital-increase shareholding structure in the Appendix 02 attached hereto.

VI. PROPOSAL TO THE GMS OF VIETINBANK

The BoD would like to seek approval from the GMS for the following:

1. Approving the “Plan on charter capital increase through the issuance of stock dividend from the remaining profits in 2021, 2022 and of 2009-2016 period” which is now being submitted by VietinBank to the competent State agencies for approval.
2. Approving the amendment to the Charter on Organization and Operation of VietinBank in accordance with the incremental charter capital and additional shares.
3. Approving the depository registration, registration of additional shares for trading, and listing of additional shares.
4. Authorizing and assigning the BoD of VietinBank to:
 - a) Decide or update the “Plan on charter capital increase through the issuance of stock dividend from the remaining profits in 2021, 2022 and of 2009-2016 period” based on the approval by the competent State agency.
 - b) Approve the amendment to and promulgate the Charter on Organization and Operation of VietinBank in accordance with the incremental charter capital and additional shares.



- c) Decide and approve the necessary contents to implement the procedures for: charter capital increase, issuance of stock dividend, amendment to the License for establishment and operation and relevant contents, registration of additional shares for trading, listing of additional shares, and other procedures as provided for by Laws.
- d) Decide other issues related to the charter capital increase of VietinBank.

Respectfully submit to the GMS for approval

**P.P. THE BOARD OF DIRECTORS
CHAIRMAN**


Tran Minh Binh

APPENDIX 1: SOURCES OF FUND FOR CHARTER CAPITAL INCREASE

Unit: VND

Indicator	Amount
Charter capital	53,699,917,480,000
Remaining profits after tax, appropriation to funds and cash dividends of 2009-2016 period	2,725,859,000,000
Remaining profit after tax, appropriation to funds of 2021	9,597,275,440,650
Remaining profit after tax, appropriation to funds of 2022	11,647,928,185,434
<i>Remaining profits after tax, appropriation to funds and cash dividends of 2009-2016 period, of 2021 and 2022</i>	<i>23,971,062,626,084</i>
Maximum stock dividend payment	23,971,052,460,000
<i>Equivalent to a stock dividend ratio (*)</i>	<i>44.64%</i>
Expected increase in capital	23,971,052,460,000
Expected charter capital after stock dividends	77,670,969,940,000

(*) Based on the principle for handling fractional shares: the number of shares issued to pay dividend to shareholders will be rounded down to whole-number part, any decimal part will be removed.



APPENDIX 2: CURRENT SHAREHOLDING STRUCTURE AND EXPECTED STRUCTURE AFTER CHARTER CAPITAL INCREASE

(as of the closing date of the list of shareholders on March 07th, 2025)

1. List of shareholders with ownership ratio of 5% or more

No.	Name of shareholders	Business code/ Ownership registration number	Current number of shares	Ownership ratio	Address of the company's head office	Legal representative	Title	Number of additional shares to be issued as stock dividend	Value of additional shares to be issued	Expected number of shares after charter capital increase	Expected ownership ratio after charter capital increase
1	State shareholder (State Bank of Vietnam)	15/SL	3,461,676,283	64.46%	No, 49 Ly Thai To, Hoan Kiem, Hanoi	Nguyen Thi Hong	Governor	1,545,292,292	15,452,922,920,000	5,006,968,575	64.46%
	Represented by:										
1.1	Mr. Tran Minh Binh - Chairman of the Board of Directors of VietinBank, representing 25% of State capital		865,419,072	16.12%				386,323,074	3,863,230,740,000	1,251,742,146	16.12%
1.2	Mr. Nguyen Tran Manh Trung- Member of the Board of Directors and General Director representing 15% of State capital		519,251,443	9.67%				231,793,844	2,317,938,440,000	751,045,287	9.67%
1.3	Mr. Tran Van Tan - Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%
1.4	Mr. Le Thanh Tung - Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%
1.5	Mr. Nguyen The Huan - Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%

No.	Name of shareholders	Business code/ Ownership registration number	Current number of shares	Ownership ratio	Address of the company's head office	Legal representative	Title	Number of additional shares to be issued as stock dividend	Value of additional shares to be issued	Expected number of shares after charter capital increase	Expected ownership ratio after charter capital increase
1.6	Ms, Pham Thi Thanh Hoai- Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%
1.7	Mr, Nguyen Duc Thanh- Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%
1.8	Mr, Nguyen Viet Dung - Member of the Board of Directors, representing 10% of State capital		346,167,628	6.45%				154,529,229	1,545,292,290,000	500,696,857	6.45%
2	MUFG Bank, Ltd,	0100-01-008846	1,059,477,261	19.73%	1-4-5, Marunouchi, Chiyoda-ku, Tokyo, Japan,	Junichi Hanzawa	President & CEO	472,950,649	4,729,506,490,000	1,532,427,910	19.73%

2. List of shareholders and related persons with ownership ratio of 20% or more: None

3. Information about the total ownership ratio of foreign investors

Shareholders	Current number of shares	Ownership ratio	Number of shares as at the time of issuance	Number of additional shares to be issued as stock dividends	Value of additional shares to be issued	Expected number of shares after charter capital increase
Foreign investors	1,434,825,448	26.72%	640,506,079	6,405,060,790,000	2,075,331,527	26.72%

(*) Actual shareholding structure after charter capital increase is based on the results of issue of shares for dividend payout by VietinBank.

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

108 Tran Hung Dao, Hoan Kiem, Hanoi

Tel: 024.39421030

Business Registration Certificate No. 0100111948

13th revision dated January 8th, 2024Hanoi, April 17th 2025**PROPOSAL***For ratification of a proposed remedial action plan in case of an early intervention***For the attention of: The General Meeting of Shareholders of
Vietnam Joint Stock Commercial Bank for Industry and Trade***Pursuant to the 2024 Law on Credit Institutions No. 32/2024/QH15 (Law on CIs);**Pursuant to the Charter of Vietnam JSC Bank for Industry and Trade
(VietinBank);*

VietinBank Board of Directors (BoD) hereby propose to the General Meeting of Shareholders (GMS) for ratification of a proposed remedial action plan in case of an early intervention as follows:

1. Purpose and approval authority**- Purpose**

+ Clause 1, Article 143 of the Law on CIs states “commercial banks and foreign bank branches must prepare a remedial action plan in case of an early intervention”.

+ Clause 7, Article 143 of the Law on CIs states “the remedial action plan defined in this Article must be prepared and ratified prior to July 1, 2025, or within one year since the date of issue of a commercial bank’s or a foreign bank branch’s license”.

- Approval authority

+ Clause 4, Article 143 of the Law on CIs states “the remedial action plan defined at clause 1 of this article must be ratified by the GMS, the board of members, the owner or the owner’s representative authority of a commercial bank or the parent bank of a foreign bank branch and submitted to the State Bank of Vietnam (SBV) within 10 days since the date of ratification”.

+ Clause 5, Article 143 of the Law on CIs states “At least every two years, a commercial bank or foreign bank branch must update its remedial action plan defined at clause 1 of this Article. The updated plan must be ratified by the GMS, the board of members, the owner or the owner’s representative authority of a commercial bank or the parent bank of a foreign bank branch and submitted to the SBV within 10 days since the date of ratification.”

2. Content of the remedial action plan in case of an early intervention

A remedial action plan in case of an early intervention is composed of the following items in accordance with clause 2, article 143 of the Law on CIs:



- Overview of VietinBank.
- Financial and business highlights of VietinBank.
- Planned remedial actions in case of an early intervention and a timeline of implementation.

(Details in the plan enclosed to this proposal)

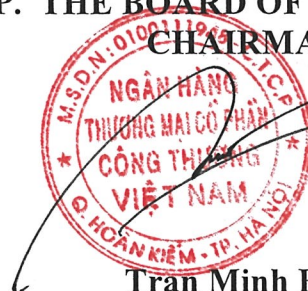
3. Submission to the GMS

VietinBank BoD hereby submit to the GMS for consideration and ratification of the followings:

- The proposed remedial action plan in case of an early intervention as per the enclosed annex.
- Authorise VietinBank BoD to:
 - + Make decisions on any updates or revisions to the remedial action plan in case of an early intervention (at the request of the competent State agency and the actual business operations of VietinBank *(if any)* or every two years in accordance with clause 5, article 143 of the Law on CIs), and to disclose information in due course.
 - + Make decisions on the implementation of remedial actions in case of an early intervention in accordance with applicable laws and VietinBank's internal rules.

Respectfully submitted to the AGM for approval.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN**



Trần Minh Bình

Documents enclosed:

- *Draft text of the remedial action plan in case of an early intervention.*



PROPOSED REMEDIAL ACTION PLAN IN CASE OF AN EARLY INTERVENTION

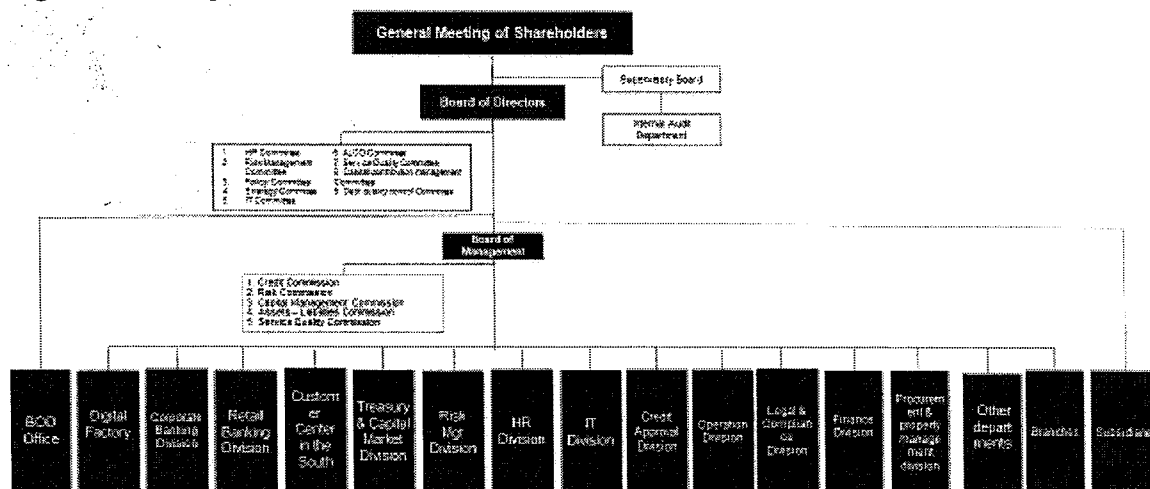
A. Abbreviations

SB	:	Supervisory Board
BOM	:	Board of Management
IT	:	Information Technology
GMS	:	General Meeting of Shareholders
BOD	:	Board of Directors
PBT	:	Profit before tax
SBV	:	State Bank of Vietnam
RWA	:	Risk-Weighted Assets
CI	:	Credit Institution
CEO	:	General Director

B. Content of the remedial action plan in case of an early intervention

I. Overview of VietinBank

1. Org. Chart as of December 31, 2024



VietinBank was incorporated following the IPO of the Vietnam Bank for Industry and Trade which was a state-owned commercial bank founded under Decree 53/NĐ-HĐBT dated March 26, 1988 by the council of ministers on the organization of the SBV, and officially

named Vietnam Bank for Industry and Trade under Decision 402/CT dated November 14, 1990 by the chairman of the council of ministers, and incorporated as a state-owned enterprise by the Governor of the SBV under Decision 285/QĐ-NH5 dated September 21, 1996. On December 25, 2008, Vietnam Bank for Industry and Trade successfully did its IPO.

On July 3, 2009, the Bank was renamed as Vietnam Joint Stock Commercial Bank for Industry and Trade under License No. 142/GP-NHNN dated July 3, 2009 by the SBV and business registration certificate No. 0103038874 dated July 3, 2009 issued by Hanoi Department of Planning and Investment. The latest enterprise registration certificate No. 0100111948 revised for the 13th time and issued by Hanoi Department of Planning and Investment on January 8, 2024. On June 17, 2022, the SBV issued License No. 13/GP-NHNN in lieu of License 142/GP-NHNN dated July 3, 2009 and its subsequent revisions during 2017 to 2021. The latest revision to the Bank's license was issued by the SBV on February 21, 2025.

2. Lines of business

Main lines of business “Other monetary intermediary activities” - ID 6419 with the main lines of business being banking business and other business operations permitted under the bank's license and its revisions issued by the SBV, the enterprise registration certificate and VietinBank's charter on the establishment and organization in line with the applicable laws, namely:

- Taking demand deposits, term deposits, savings deposits and other types of deposit.
- Providing credit lines in the forms of lending, discounting, re-discounting negotiable instruments and other valuable papers, issuing bank guarantees, credit cards, and domestic factoring.
- Opening current accounts for customers.
- Providing domestic payment services: providing payment means, cheque payment, payment order, payment authorisation, collection on-behalf order, collection authorisation, letter of credit, bank cards, payment and collection on-behalf orders.
- Account opening: opening accounts at the SBV, at other CIs and foreign bank branches.
- Internal settlement organization, national interbank payment system's participant.
- Cash & vault services, banking and financial advisory services, assets management and custodial services, safe boxes and lockers.
- Corporate financial advisory services, mergers & acquisitions advisory services, and investment advisory services.
- Bidding for, buying and selling treasury bills, negotiable instruments, government bonds, SBV bills and other valuable papers in the money market.
- Buying and selling government bonds and corporate bonds.

- Issuing certificates of deposit, promissory notes and bonds to mobilise funding as prescribed in the Law on CIs, Law on Securities, the government's and the SBV's sub-laws.
- Borrowing from the SBV in the form of refinancing as prescribed in the Law on SBV and the SBV guidelines.
- Lending to, borrowing from, placing deposits at and taking deposits from other CIs, foreign bank branches, local and foreign financial institutions as prescribed in the laws and the SBV guidelines.
- Contributing capital and investing in equities as prescribed in the laws and the SBV guidelines.
- Trust, trustee and agent banking services, insurance business and wealth management services as prescribed in the laws and the SBV guidelines.
- Foreign exchange (FX) trading and services in the local and international markets within the scope defined by the SBV.
- Trading and providing interest rate derivative products.
- Securities depository.
- Trading gold bars.
- Electronic wallet.
- Providing commodity derivative products.
- Investing in government bond futures.
- Providing securities clearance and settlement services as defined at point a, clause 4, Article 56 of the law on securities.
- Supervisory banking services as prescribed in the law on securities.
- Payment agent.

II. Financial and business highlights of VietinBank

VietinBank has implemented consistently business solutions, taking the lead in executing the Party's and the State's policies and the market developments, dedicated effort to promoting innovation and transforming the Bank's growth model, running holistic digital transformation across our activities and operations, enhancing our financial capacity, and developing advanced financial solutions with high service quality to best serve the customer's financial needs. Thanks to these efforts, VietinBank achieved the following business results in 2024:

Unit: billion Vietnamese Dong, %

Indicator	Dec 31, 2023	Dec 31, 2024	Dec 31, 2024 vs. Dec 31, 2023		AGM-assigned targets for 2024	Tracked against 2024 targets
			+/-	+/- %		
Total Assets	2,032,614	2,385,388	352,774	17.4%	Grow by 8-10%	Pass
Funding & Deposits	1,526,275	1,757,995	231,720	15.2%	To grow pro-rata with credit growth, in	Pass

Indicator	Dec 31, 2023	Dec 31, 2024	Dec 31, 2024 vs. Dec 31, 2023		AGM-assigned targets for 2024	Tracked against 2024 targets
			+/-	+/- %		
					alignment with the SBV-required adequacy ratios	
Credit Exposure	1,478,228	1,725,877	247,649	16.8%	To grow by the SBV-approved quota and the SBV-run credit policy from time to time	Pass
NPL ratio out of credit portfolio (Cir. 31)	1.0%	1.1%			<1.8%	Pass
Separate PBT	24,194	30,361	6,167	25.5%	26,300	115%
Consolidated PBT	24,990	31,764	6,774	27.1%	N/A	N/A
Operating adequacy ratio	Compliance	Compliance			Compliance	Pass

III. Scenarios where SBV early interventions apply and remedial actions

Given VietinBank's current business and financial standings, **any SBV early intervention with VietinBank is not likely** in reference to clause 1, article 156 of the Law on CIs.

VietinBank prepares remedial action plan for the scenarios where the SBV early interventions apply so that *(i)* we remain in regulatory compliance, and *(ii)* we raise the awareness of relevant parties inside VietinBank to be able to take timely actions if a risk occurs.

Table: Matrix of early interventions and remedial actions

Scenarios where SBV early interventions apply	Proposed remedial actions						
	Capital remedial action	Liquidity remedial action		Business remedial action	Governance remedial action	Financial, NPL, collateral and regulatory compliance action	
		Solvency ratio	Bank run			Financial, NPL, collateral and regulatory compliance action	RWA action
Scenario 1: VietinBank's accumulated loss is greater than 15% of the bank's charter capital and reserve funds stated in the latest audited financial statement or in accordance with the regulators' inspection or audit findings, resulting in a breach of the capital adequacy ratio	x			x	x	x	x
Scenario 2: VietinBank's rating falls lower than the average as set by the SBV Governor	x			x	x	x	

Proposed remedial actions								
Scenarios where SBV early interventions apply	Capital remedial action	Liquidity remedial action		Business remedial action	Governance remedial action	Financial, NPL, collateral and regulatory compliance action		Communication and IT action
		Solvency ratio	Bank run			Financial, NPL, collateral and regulatory compliance action	RWA action	
Scenario 3: VietinBank breaches the solvency ratio for 30 days consecutively	x	x		x	x	x		x
Scenario 4: VietinBank breaches the capital adequacy ratio for 6 months consecutively	x			x	x	x	x	
Scenario 5: VietinBank has a bank run and a report sent to the SBV	x		x	x	x	x		x

IV. Connotations and timelines of proposed remedial actions

1. Capital remedial action and timeline

- Planning charter capital increase from retained earnings after tax and appropriated funds to improve sustainability and profitability.
- Issuing subordinated bonds to increase capital.
- Preparing application to the regulators for full amount of retained earnings and further capital injection from the state budget.
- Strict control of RWA, data cleanup and updates used for calculating RWA. Shifting portfolio structure towards further growth of assets with low risk factor while restricting and controlling lending with high risk factor. Promoting the application of legitimate credit risk mitigation measures.

(These remedial actions would be taken as soon as possible, depending on the regulator's approvals required).

2. Liquidity remedial action and timeline

2.1. In case of breaching the solvency ratio for 30 days consecutively

- **Holding more highly liquid assets:** VietinBank would expand the volume of highly liquid assets, namely cash, deposits placed at the SBV, CASA deposits at other CIs, and valuable papers tradable with the SBV or in the market.

(This action is to be taken for 3 months).

- **Improving the net cash outflow for 30 days**

+ Restructuring the funding mix by increasing the long-term funding: offering more attractive rates to acquire more sticky deposits from individual and institutional customers, issuing valuable papers with long terms, mobilizing long-term funding from CIs in the interbank market, trade loan, bilateral loan and syndicated loan,

+ Investing in more short-term assets to shorten the turnaround of cash inflow.

+ Adjusting the business plan for the short term (including but not limited to adjusting the volume of the trading book, reduce the pressure on business KPI performance, negotiating with customers for early loan repayments, ...) to improve liquidity security and ensure liquidity compliance.

(This action is to be taken for 3 months).

2.2. In case of a bank run triggering a report sent to the SBV

- **Holding more highly liquid assets:** VietinBank would expand the volume of highly liquid assets, namely cash, deposits placed at the SBV, CASA deposits at other CIs, and valuable papers tradable with the SBV or in the market. In case of emergencies, VietinBank can apply to the SBV for discounted loan, re-discounted loan, selling valuable papers for a fixed term or overnight overdraft loan.

(This action is to be taken for 1 – 3 months).

- **Enhance the ability to exploit emergency sources of funding:** VietinBank would work with interbank partners and international financial institutions to set and increase funding lines and emergency borrowing limits for the circumstances where VietinBank encounters a bank run, we can quickly have interbank intakes and conduct currency swaps using the emergency borrowing limits at our partners, ...

(This action is to be taken for 1 month).

- **Adjusting the asset growth rate:** VietinBank would review and reset the asset growth target in line with the liability growth rate. We might consider stopping the disbursement of several loans or major investments to lessen the pressure on the cash outflow (if needed).

(This action is to be taken for 1 – 3 months).

- **Bank Run Control:** Once signs of a bank run are found, VietinBank would:

+ Use interest rate policy and adjust FTP rates to motivate the retention of deposits and funding.

+ Communicate with major customers to restore their peace of mind.

+ Transport more cash to branches where large numbers of customers are withdrawing cash. Control cashflow on digital banking and ATM channels to secure transaction flows.

(This action is to be taken immediately when a bank run occurs).

- **Contingency Funding Plan (CFP) and practical implementation:** VietinBank's CFP clearly defines the coordination and roles & responsibilities of relevant departments (ALM, market risk, treasury trading, corporate banking, retail banking, etc.). When liquidity stress emerges, VietinBank would set up a steering committee to discuss and implement the planned actions to maintain our solvency.

(This action is to be taken for 1 – 3 months).

3. Business remedial action and timeline

- Implementing monetary, credit and FX measures, implementing the restructuring plan in association with bad debt recovery as guided by the government and the SBV.

- Keep growing the size of loan book sustainably and increase the portion of high-margin products with acceptable risks.

- Effectively manage ALM and liquidity security with focus on CASA and other low-cost funding sources.

- Increase the contribution of non-interest income (service delivery fee income and FX trading income). Radically and comprehensively improve service quality.

- Keep rolling out digital transformation across our activities and operations as guided by the government and the SBV.

- Enhance risk management and regulatory compliance. Business development is aligned with strict control of credit quality.

- Consolidate the organizational structure, conduct HR streamlining, raising labour productivity and HR quality.

(These remedial actions would be taken as soon as possible, depending on the regulator's approvals required).

4. Corporate governance remedial action and timeline

- Review the corporate governance documents (revise and update these documents in compatibility with applicable laws and VietinBank's practical situation (if needed)) to ensure specific description of the powers and responsibilities of the BoD, BoM, SB and internal audit.

- Strengthen the supervision and oversight by the BoD over the CEO and other executives in the execution of AGM resolutions, BOD resolutions, decisions and directives.

- Maintain the independence in authority, responsibilities and obligations of the BoD,

BoM and SB. Strictly comply with the requirements for the functions and duties of the BoD, BoM and SB in protection of the shareholders' legitimate rights and interests.

- SB carries out oversight and supervision of the BoD and the CEO in regulatory compliance, VietinBank's charter compliance in corporate governance.

- VietinBank's managers continue to upskill, raise their professional morality and sense of compliance to give instructions in case of early intervention.

(These remedial actions would be taken as soon as possible and are done on a permanent basis until the bank's activities are back to normal status).

5. Financial, NPL, collateral and regulatory compliance action and timeline

5.1. Financial, NPL, collateral and regulatory compliance action and timeline

- **Financial-related action:** Continue to implement consistently the actions to enhance financial capacity, manage costs effectively, and continue to control the increase of cost to be slower than the increase of income.

(This action is taken as soon as possible).

- **Credit portfolio management and collateral management**

- + Strict control of the quality of credit portfolio. Prepare debt collection and recovery actions for bad debts and write-offs. Constantly evaluate the progress and results to propose changes promptly.

- + Strict control of the quality of collateral assets. Take more highly liquid assets and increase the frequency of inspections, valuations and revaluations of assets in order to detect signs of risk or depreciation. Have collateral assets valued by independent valuation firms (VietinBank AMC or other certified valuation firms on the list of VietinBank's affiliate service providers).

- + Strict post-lending scrutiny and supervision of customers, especially those operating in latently risky areas or those whose loans are restructured with the loan group kept unchanged in order to minimize the occurrence of bad debts.

- + Continue to promote the utilisation of supporting tools for credit risk management such as credit risk modelling and early warning system, etc.

- + Consolidate the system of credit and debt collection policy documents in line with applicable laws and VietinBank's practical business. Enhance bank-wide risk warning system.

(These actions are to be taken for 1 year).

- **NPL recovery and collateral asset liquidation**

- + Proactively implement NPL recovery actions, for example, dunning, selling debts, liquidating assets or suing customers in court, etc. to minimize losses.

- + Review the list of bad debts, conduct assessment of debt quality and repayment ability for appropriate actions. Make and utilise provisions to write off bad debts. Collect additional legal evidence of collateral assets (if necessary). Convince customers to provide additional assets to increase loan repayment ability (if possible).

- + Proactively work with the local authorities and relevant government regulators, particularly people's courts, court verdict executors and police, etc. during the process of debt recovery and collateral liquidation.

- + Deliver training sessions, workshops, seminars and townhall meetings to train employees in professional expertise and skills to meet their job requirements.



Handwritten signature or mark.

(These actions are to be taken for 1 year).

5.2. RWA control action and timeline

- Build an optimal credit portfolio by growing loans with low risk factors while strictly controlling lending with high risk factors.
- Use more risk mitigation measures such as taking more highly liquid assets, guarantees issued by accepted issuers that allow deductions when calculating RWA, etc.
- Reduce credit exposure/credit concentration of high-RWA customers.
- Review the list of customers who often utilise only a small part of their given credit limit to reassess their credit demands so that VietinBank can adjust the provided credit lines to reduce RWA.

(These actions are to be taken for 1 year).

6. Communication and IT action and timeline for a liquidity stress incident

6.1. Communication action

- **Before an incident occurs**
 - + All VietinBank units must follow VietinBank's rules to respond to any incident.
 - * Branch/department head cascade the information down to all employees of the branch/department on the codes of conduct of VietinBank's employees on social media networks.
 - * Disclosure of information to the press and media follows VietinBank's statute on spokesperson and provision of information to the press and media.
 - * Deploy responses as specified in VietinBank's Handbook of Emergency Responses (section on spokesperson and provision of information, the updated version).
 - + Stringent control of adverse information harmful to VietinBank's reputation by using social listening tools with frequent updates and assessments.
- **During an incident:** A swift response squad would be mobilised (scope of work and mobilised personnel are specified in the decision forming the squad and by crisis category) to prepare scenarios and instant actions to ease customer's minds and hold the trust of the public and business partners.
 - + Announcements are made on available channels of VietinBank: VietinBank website, fanpage/other social media accounts owned by VietinBank.
 - + Announcements are made on the mass media: preparing answers to provide to the press, issuing press releases, posting news updates. Communication channels: print newspapers/e-newspapers/fanpage/TV/social media networks of major media and press agencies.

(These remedial actions would be taken as soon as possible and are done on a permanent basis until the bank's liquidity is back to normal status).

6.2. IT action

- Have communication channels ready across the bank's systems including VietinBank website, internet/mobile banking, ATM, Contact Centre, ..
- Ensure IT systems to operate smoothly and check the operations frequently to assure customer service quality. Prepare responses in case the volume of transactions surges up.
- Be ready to install money withdrawal/transfer limits at physical counter, ATM, internet/mobile banking app.

(These remedial actions would be taken as soon as possible and are done on a permanent basis until the bank's liquidity is back to normal status).

Hanoi, April 17th, 2025

PROPOSAL

*Ref.: The dismissal and additional election of member of
VietinBank Board of Director for term 2024 – 2029*

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

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on
17/06/2020;*

*Pursuant to the Law on Credit Institutions No. 32/2024/QH15 passed by the National
Assembly on 18/01/2024;*

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

*Pursuant to Official Dispatch No.2349/NHNN-TCCB dated 3/4/2025 of the State Bank of
Vietnam on personnel work.*

VietinBank would like to report and submit to 2025 Annual General Meeting of
Shareholders (2025 AGM) the following contents:

1. Approve the dismissal of Mr. Nguyen Duc Thanh from the position of member of
VietinBank BoD for term 2024 – 2029 to hold the position as VietinBank Deputy General Director.
2. Approve the number of additional member elected to VietinBank BoD for term 2024 –
2029: 01 member;
3. Approve the list of candidate for additional election to VietinBank BoD for term 2024
– 2029 at 2025 AGM, comprising of:

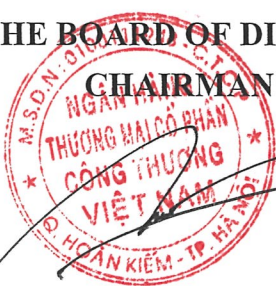
No.	Full name	Current position	Expected position for election
1	Mr Nguyen Van Anh	Director at the State Bank of Vietnam	Member of VietinBank BoD for term 2024– 2029

*(Resume of candidate for additional election to VietinBank BoD for term 2024 - 2029 is attached
to this Proposal).*

VietinBank hereby seeks the approval from 2025 AGM of the aforementioned contents./.

PP. THE BOARD OF DIRECTORS

CHAIRMAN



Tran Minh Binh

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Background information

- Full name: Nguyen Van Anh
- Preferred name: Nguyen Van Anh
- Alias: N/A
- Date of birth: 01/11/1970
- Place of birth:
- Nationality: Vietnam
- Permanent address:



- Current residential address:

- Identity card number:

- Name and address of the legal entity represented, capital contribution ratio represented (in case the representative of the capital contribution of a shareholder or capital contributing member is a legal entity or a person appointed to represent the State capital contribution at credit institutions): State Bank of Vietnam - 49 Ly Thai To, Hoan Kiem, Hanoi.



2. Education background

- General education: 12/12
- Academic title, degree: Master of Economics - Senior in political theory

3. Work experience

- Jobs, enterprises, titles from 18 years olds to present:

No.	Time (from month/year to month/year)	Enterprises	Titles	Operation area of the enterprise and assigned tasks	Notes
1	6/1994 - 6/1996	Exchange Rate Department, Foreign Exchange Management Department, SBV	Trainee Specialist	Exchange rate policy and foreign exchange market	
2	6/1996- 11/1998	Exchange Rate Department, Foreign Exchange Management Department, SBV	Specialist	As above	
3	11/1998-12/2000	Exchange Rate Department, Foreign Exchange Management	Deputy Director	As above	

		Department, SBV			
4	01/2001- 7/2002	Studied master degree at Australian National University (ANU)			
5	8/2002- 12/2004	State Foreign Exchange Reserve Management Department, Foreign Exchange Management Department, SBV	Deputy Director	Management and investment of state foreign exchange reserves	
6	12/2004- 7/2006	Capital Transaction Management Department, Foreign Exchange Management Department, SBV	Deputy Director, Deputy Director in charge	Foreign exchange management for capital transactions	
7	8/2006 – 3/2009	Capital Transaction Management Department, Foreign Exchange Management Department, SBV	Director	Foreign exchange management for capital transactions	
8	4/2009- 10/2010	Foreign Exchange Management Department, SBV	Deputy Director	Foreign exchange management	
9	10/2010- 3/2016	International Economic Cooperation Bank, Russian Federation	Member of the Executive Board	International banking management and administration	
10	3/2016- 8/2017	Foreign Exchange Management Department, SBV	Deputy Director	Foreign exchange management	
11	9/2017- 11/2023	Transaction Office, SBV	Director, Party Secretary, Member of the Party Executive Committee of the Central Bank	Central banking operations	
12	11/2023 -3/2025	State Foreign Exchange Reserve Management Department, SBV	Director, Party Secretary, Member of the Party Executive Committee of the Central Bank	Management and investment of state foreign exchange reserves	
12	03/2025-present	SBV Office	Director,	Advising the SBV Board of Directors on foreign exchange management	

- Awards, penalization, responsibilities according to inspection conclusions leading to credit institutions and foreign bank branches being sanctioned for administrative violations: N/A

4. Civil act capacity: Full civil capacity

5. Legal commitment

I commit:

- Meets the standards and conditions to hold the position of member of the Board of Directors at VietinBank.

- Do not violate legal regulations in currency and banking areas.

- Notify VietinBank of any changes related to the content of this declaration that arise while the State Bank of Vietnam is considering VietinBank's request.

- The personal information provided to VietinBank to submit to the State Bank of Vietnam for review and approval of the proposed personnel is true. I take responsibility before the law for the completeness, truthfulness, and accuracy of the above declared information.

Hanoi, date 09 month 04 year 2025

Candidate

(Signed)

Nguyen Van Anh

Verification of Competent Agency

Verified and sealed by Cau Giay Notary Office

Signed by Notary To Thi Thu Huong



Handwritten signature or mark.

Hanoi, April 17th, 2025

PROPOSAL

Ref.: Additional election of members of VietinBank Supervisory Board for term 2024 – 2029

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17/06/2020;

Pursuant to the Law on Credit Institutions No. 32/2024/QH15 passed by the National Assembly on 18/01/2024;

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

Pursuant to Official Dispatch No.2349/NHNN-TCCB dated 3/4/2025 and Dispatch No. 2812/NHNN-TCCB dated 16/4/2025 of the State Bank of Vietnam on personnel work.

VietinBank would like to report and submit to 2025 Annual General Meeting of Shareholders (2025 AGM) the following contents:

1. Approve the number of additional member elected to VietinBank SB for term 2024 – 2029: 04 members;

2. Approve the list of candidates for additional election to VietinBank SB for term 2024 – 2029 at 2025 AGM, comprising of:

No.	Full name	Current position	Expected position for election
1	Mr. Dao Xuan Tuyen	Deputy Head of the Inspection Committee of the Party Committee of VietinBank, Standing Deputy Head of the Inspection Committee of the Party Committee of VietinBank	Member of VietinBank SB for term 2024– 2029 (Mr. Dao Xuan Tuyen exercises the rights and obligations of a member of the Supervisory Board of VietinBank for term 2024-2029 after receiving a policy approval document from the Government Party Committee and a Decision from the Standing Committee of VietinBank Party Committee to cease the assignment of Standing Deputy Head of the Inspection Committee of the Party Committee of VietinBank)
2	Mr. Nguyen Hai Dang	Head of Internal Control and Inspection Department – VietinBank Risk Management Division	Member of VietinBank SB for term 2024– 2029
3	Ms. Mai Huong Thao	Head of Operational Risk Management Department – VietinBank Risk Management Division	Member of VietinBank SB for term 2024– 2029, effective from July 01, 2025

No.	Full name	Current position	Expected position for election
4	Ms. Pham Thi Thu Huyen	Board of Members cum Deputy General Director – Global Petroleum Commercial Bank Limited (GPBank)	Member of VietinBank SB for term 2024– 2029

(Resume of candidates for additional election to VietinBank SB for term 2024 - 2029 is attached to this Proposal).

VietinBank hereby seeks the approval from 2025 AGM of the aforementioned contents./.

PP. THE BOARD OF DIRECTORS

CHAIRMAN



Tran Minh Binh

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Background information

- Full name: Dao Xuan Tuyen
- Preferred name: Dao Xuan Tuyen
- Alias: N/A
- Date of birth: 20/02/1985
- Place of birth:
- Nationality:
- Permanent address:



- Current residential address:

- Identity card number:

- Name and address of the legal entity represented, capital contribution ratio represented (in case the representative of the capital contribution of a shareholder or capital contributing member is a legal entity or a person appointed to represent the State capital contribution at credit institutions): N/A

2. Education background

- General education: 12/12
- Academic title, degree:
 - + Bachelor of Accounting - Auditing, National Economics University (2003-2007)
 - + Master, major in Accounting, Auditing and Analytics, National Economics University (2008-2011)

3. Work experience

- Jobs, enterprises, titles from 18 years olds to present:

No.	Time (from month/year to month/year)	Enterprises	Titles	Operation area of the enterprise and assigned tasks	Notes
1	01/2007 - 06/2007	FADACO auditing company	Auditor Assistant	Independent auditor	
2	07/2007 - 09/2008	AASC Auditing Company Limited	Auditor Assistant	Independent auditor	
3	10/2008 - 12/2008	VietinBank Internal Audit Department	Internal Auditor	Internal audit of bank	
4	01/2009 - 03/2012	VietinBank Internal Audit Department	Financial reporting specialist	Internal audit of bank	
5	04/2012 - 03/2015	VietinBank Internal Audit Department	Internal Auditor Level 3/Senior	Internal audit of bank	

Handwritten signature

6	03/2015 - 04/2019	VietinBank Internal Audit Department	Deputy Director	Internal audit of bank	
7	04/2019 - 01/2023	VietinBank Internal Audit Department	Director	Internal audit of bank	
8	02/2023 - 09/2024	VietinBank – Danang Branch	Director	Business units of VietinBank	
9	09/2024 - present	Standing Committee of the Party Inspection Committee – Party Committee Office of VietinBank	Deputy Head of the Inspection Committee cum Standing Deputy Head of the Inspection Committee of the Party Committee of VietinBank	Party building work	

- Awards, penalization, responsibilities according to inspection conclusions leading to credit institutions and foreign bank branches being sanctioned for administrative violations: N/A

4. Civil act capacity: Full civil capacity

5. Legal commitment

I commit:

- Meets the standards and conditions to hold the position of member of the Supervisory Board at VietinBank.

- Do not violate legal regulations in currency and banking areas.

- Notify VietinBank of any changes related to the content of this declaration that arise while the State Bank of Vietnam is considering VietinBank's request.

- The personal information provided to VietinBank to submit to the State Bank of Vietnam for review and approval of the proposed personnel is true. I take responsibility before the law for the completeness, truthfulness, and accuracy of the above declared information.

Hanoi, date 28 month 03 year 2025

Candidate

(Signed)

Dao Xuan Tuyen

Verification of Competent Agency

Verified and sealed by HaNoi No.1 Notary Office

Signed by Notary Tran Thi Thu Thuy

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Background information

- Full name: Nguyen Hai Dang
- Preferred name: Dang
- Alias: N/A
- Date of birth: 17/10/1974
- Place of birth:
- Nationality:
- Permanent address:
- Current residential address:



- Identity card number:

- Name and address of the legal entity represented, capital contribution ratio represented (in case the representative of the capital contribution of a shareholder or capital contributing member is a legal entity or a person appointed to represent the State capital contribution at credit institutions): N/A

2. Education background

- General education: 12/12
- Academic title, degree:
- + Master, Banking Finance, Banking Academy

3. Work experience

- Jobs, enterprises, titles from 18 years olds to present:

No.	Time (from month/year to month/year)	Enterprises	Titles	Operation area of the enterprise and assigned tasks	Notes
1	10/1996 – 09/1999	Vietnam Construction and Industrial Production Company	Accountant	Construction and Industrial Production Company	
2	10/1999 – 11/2000	VietinBank - Dong Anh Branch	Credit Officer	Bank Credit	
3	12/2000-01/2006	VietinBank - Thai Nguyen Branch	Foreign Affairs Department Officer	International Payment, Foreign Exchange	
4	01/2006-04/2013	VietinBank	Inspector	Internal Control and Inspection	

5	04/2013-02/2017	VietinBank	Deputy Director of Internal Control and Inspection Department	Internal Control and Inspection	
6	02/2017-04/208	VietinBank – Bac Kan Branch	Director	Director of VietinBank – Bac Kan Branch	
7	04/2018-04/2019	VietinBank	Deputy Director of Internal Control and Inspection Department	Internal Control and Inspection	
8	04/2019- present	VietinBank	Director of Internal Control and Inspection Department	Internal Control and Inspection	

- Awards, penalization, responsibilities according to inspection conclusions leading to credit institutions and foreign bank branches being sanctioned for administrative violations: N/A

4. Civil act capacity: Full civil capacity

5. Legal commitment

I commit:

- Meets the standards and conditions to hold the position of member of the Supervisory Board of Directors at VietinBank.

- Do not violate legal regulations in currency and banking areas.

- Notify VietinBank of any changes related to the content of this declaration that arise while the State Bank of Vietnam is considering VietinBank's request.

- The personal information provided to VietinBank to submit to the State Bank of Vietnam for review and approval of the proposed personnel is true. I take responsibility before the law for the completeness, truthfulness, and accuracy of the above declared information.

Hanoi, date 29 month 03 year 2025

Candidate

(Signed)

Nguyen Hai Dang

Verification of Competent Agency

Verified and sealed by Dao & Colleagues Notary Office

Signed by Notary Bui Van Kien

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Background information

- Full name: Mai Huong Thao
- Preferred name: Mai Huong Thao
- Alias: N/A
- Date of birth: 08/12/1980
- Place of birth:
- Nationality:
- Permanent address:
- Current residential address:



- Name and address of the legal entity represented, capital contribution ratio represented (in case the representative of the capital contribution of a shareholder or capital contributing member is a legal entity or a person appointed to represent the State capital contribution at credit institutions): N/A

2. Education background

- General education: 12/12
- Academic title, degree:
 - + Bachelor of Banking and Finance, National Economics University (1998 – 2002)
 - + Master of Banking and Finance, Monash University – Australia (2007 – 2008)

3. Work experience

- Jobs, enterprises, titles from 18 years olds to present:

No.	Time (from month/year to month/year)	Enterprises	Titles	Operation area of the enterprise and assigned tasks	Notes
1	2/2003 – 10/2003	VietinBank	Specialist	Short-term Credit Department	
2	11/2003 – 12/2006	VietinBank	Specialist	Large Corporate Clients Department	
3	1/2007 – 12/2008	VietinBank	Specialist	Large Corporate Clients Department	Study Master's in Australia
4	1/2009 – 6/2010	VietinBank	Specialist	Large Corporate Clients Department	
5	7/2010 – 12/2011	VietinBank	Secretary	Secretary of the BoD	

6	1/2012 – 11/2013	VietinBank	Specialist	Alco General Planning Department	
7	12/2013 – 7/2014	VietinBank	Deputy Director	Alco General Planning Department	
8	7/2014 – 5/2017	Vietinbank Aviva	Deputy General Director	Vietinbank Aviva Life Insurance Company Limited	
9	6/2017 - 9/2021	VietinBank	Deputy Director	Capital Balance Management and Financial Planning Department	
10	9/2021 – 01/2022	VietinBank	Director	Market Risk Management Department	
11	01/2022 – present	VietinBank	Director	Operational Risk Management Department	

- Awards, penalization, responsibilities according to inspection conclusions leading to credit institutions and foreign bank branches being sanctioned for administrative violations: N/A

4. Civil act capacity: Full civil capacity

5. Legal commitment

I commit:

- Meets the standards and conditions to hold the position of member of the Supervisory Board at VietinBank.

- Do not violate legal regulations in currency and banking areas.

- Notify VietinBank of any changes related to the content of this declaration that arise while the State Bank of Vietnam is considering VietinBank's request.

- The personal information provided to VietinBank to submit to the State Bank of Vietnam for review and approval of the proposed personnel is true. I take responsibility before the law for the completeness, truthfulness, and accuracy of the above declared information.

Hanoi, date 31 month 03 year 2025

Candidate

(Signed)

Mai Huong Thao

Verification of Competent Agency

Verified and sealed by HaNoi No.1 Notary Office

Signed by Notary Nguyen Thi Thanh Hang

Handwritten signature

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Background information

- Full name: Pham Thi Thu Huyen
- Preferred name: Pham Thi Thu Huyen
- Alias: N/A
- Date of birth: 06/12/1978
- Place of birth:
- Nationality
- Permanent address:



- Current residential address:

- Identity card number:

- Name and address of the legal entity represented, capital contribution ratio represented (in case the representative of the capital contribution of a shareholder or capital contributing member is a legal entity or a person appointed to represent the State capital contribution at credit institutions): N/A

2. Education background

- General education: 12/12
- Academic title, degree: Bachelor

3. Work experience

- Jobs, enterprises, titles from 18 years olds to present:

No.	Time (from month/year to month/year)	Enterprises	Titles	Operation area of the enterprise and assigned tasks	Notes
1	8/1999- 10/2005	Bridge 12 Company, GT1 Construction Corporation	Accountant, General Accountant	Accounting for materials, debts, cash, banking, general accounting, preparing financial statements; tax reporting and explaining to inspection and audit agencies.	
2	11/2005- 01/2008	VietinBank	Assistant to the Supervisory Board (SB)	Support the SB members in performing their	

Handwritten signature

				duties; participate in inspection teams; compile reports as required.	
3	2/2008-4/2010	Internal Audit Department - VietinBank	Specialist, Auditor	Head of the Internal Audit Team; participate in handling special cases/working groups; perform focal tasks of inspection and State Audit; and train staff.	
4	4/2010-4/2012	Internal Audit Department - VietinBank	Deputy Director	Head of the Internal Audit Team; participate in handling special cases/working groups; perform focal tasks of inspection and State Audit; and train staff.	
5	4/2012-7/2015	Audit Supervisory Department - VietinBank	Deputy Director	Head of the Internal Audit Team; participate in handling special cases/working groups; perform focal tasks of inspection and State Audit; and train staff.	
6	4/2015-7/2015	Special Supervisory Board of Global Petroleum Commercial Joint Stock Bank	Deputy Head of Team	Deputy Head of Payment - Liquidity Team; responsible for controlling payment activities, ensuring liquidity, and cash transactions in and out within prescribed limits.	
7	7/2015-3/2025	Global Petroleum Bank Limited	Member of Board of Directors, Deputy General Director. Deputy Head of Risk Committee/Chairman of Risk Council. Head of Anti-Money Laundering and Terrorist Financing	1. In charge of Legal Affairs; Building mechanisms and policies; Risk management; Bad debt recovery; Financial management. 2. Performing the tasks of Deputy Head of Risk Committee;	

			Department Head of Team/Member of GPBank Restructuring Board.	Head of Risk Council; Head of Anti-Money Laundering Department, Terrorist Financing. 3. Directly directing; in charge of Business/Finance/Risk Management and Compliance Department; Bad Debt Recovery and Handling Department; Asset Valuation Department. 4. Directly in charge of and directing a number of business units. 5. Handling complaints and denunciations and cases related to the investigation agency. 6. Head of the Project Development Team; member of the GPBank Restructuring Board.	
--	--	--	---	---	--

- Awards, penalization, responsibilities according to inspection conclusions leading to credit institutions and foreign bank branches being sanctioned for administrative violations:

+ Awards: Emulation fighter at the grassroots level in 2008, 2010, 2011, 2014; Certificate of Merit from the Governor in 2011; Certificate of Merit from the Chairman of the Board of Directors in 2012, 2013; Decision No. 166/QD-NHNN dated January 24, 2025 Certificate of Merit from the Governor for Outstanding Achievements in the restructuring of Global Petroleum Bank Limited.

+ Penalization: N/A

4. Civil act capacity: Full civil capacity

5. Legal commitment

I commit:

- Meets the standards and conditions to hold the position of member of the Supervisory Board at VietinBank.

- Do not violate legal regulations in currency and banking areas.

21

- Notify VietinBank of any changes related to the content of this declaration that arise while the State Bank of Vietnam is considering VietinBank's request.

- The personal information provided to VietinBank to submit to the State Bank of Vietnam for review and approval of the proposed personnel is true. I take responsibility before the law for the completeness, truthfulness, and accuracy of the above declared information.

Hanoi, date 04 month 04 year 2025

Candidate

(Signed)

Pham Thi Thu Huyen

Verification of Competent Agency

Verified and sealed by An Nhat Nam Notary Office

Signed by Notary Bui Truong Quan





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

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

**REGULATION
ON THE ADDITIONAL ELECTION OF VIETINBANK'S
MEMBERS OF THE BOARD OF DIRECTORS FOR TERM 2024-2029**

- Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/1/2024;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020 and amended and supplemented documents;
- Pursuant to the Charter on the organization and operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);
- Pursuant to Official Dispatch No.2349/NHNN-TCCB dated 3/4/2025 of the State Bank of Vietnam on personnel work;
- Pursuant to Regulation on Internal Management of VietinBank.

1. Number of member additionally elected to the Board of Directors

VietinBank's Board of Directors elected 01 additional member for the term 2024-2029.

2. Term of member of the Board of Directors additionally elected

The term of additionally elected members of the Board of Directors is the remaining time of the current term of the Board of Directors (2024 – 2029).

3. Conditions to become members of the Board of Directors

3.1. Member of the Board of Directors must fulfill the following criteria and conditions:

- Not subject to the provisions of Clause 1, Article 42 of the Law on Credit Institutions and other provisions of the Law;
- Being professionally ethical;
- Holding at least university degree;
- Having at least 03 years as a manager, executive of a credit institution or at least 05 years as a manager, executive of an enterprise operating in the finance, banking, accounting or of another enterprise having owners' equity of at least equal to the legal capital of the corresponding type of credit institution or at least 05 years working directly at the finance, banking, accounting and auditing departments.

3.2. A Board of Directors' member nominee of VietinBank must be approved by the State Bank of Vietnam in writing and during the time of undertaking his/her position as a Board of Directors member, comply with standards and conditions prescribed by law and the Charter of VietinBank.

4. Principles for nominating members of the Board of Directors

According to the provisions of Article 37 of VietinBank Charter, a shareholder or a group of shareholders holding from 05% or more of total ordinary shares of VietinBank shall have the



right to nominate candidates to the Board of Directors. Board of Directors nomination shall follow the below rules: A shareholder or group of shareholders who holds from 05% to below 30% shall have the right to nominate maximum 02 candidates; who holds from 30% to below 40% shall have the right to nominate maximum 03 candidates; who holds from 40% to below 50% shall have the right to nominate maximum 04 candidates; who holds from 50% shall have the right to nominate a maximum number of candidates to the Board of Directors in accordance with the number of Board of Directors as mandated by the Law and VietinBank's Charter.

5. Nomination documents for candidates to be elected as member of the Board of Directors

5.1. Principles for preparation of the application documents:

- Documents must be prepared in Vietnamese. In case a document issued by a competent agent or organization of a foreign country, notarized or certified documents must be legalized in accordance with the provisions of Vietnamese law (except for cases of exemption from consular legalization under legal regulations on consular legalization) and translated into Vietnamese;
- Translations from foreign languages into Vietnamese must be notarized or certified by translators in accordance with the law;
- Copies of documents of candidates expected to be elected or appointed must be copies from the original books or certified copies from the originals as prescribed by law;
- Documents prepared by the nominees expected to be elected and self-appointed candidates must be certified in terms of signature in accordance with the law.

5.2. List of documents:

A shareholder or a group of shareholders eligible to nominate member(s) of the Board of Directors must send to VietinBank the following documents:

- Nomination Letter to be elected member of the Board of Directors (as per template);
- Curriculum vitae with certified signature (as per template)
- Criminal clearance record;
- A notarized copies of certificates certifying level of education and professions, notarized Vietnamese translation version is required if such certificates are in foreign languages;
- Disclosure of the list of related persons of the nominee (as per template at Appendix No.2 - Circular 22) and Disclosure on related interests of the nominee;
- Others documents establishing that the nominee meets all standards and prescribed conditions.

Note: Document template are posted at website <https://investor.vietinbank.vn> - "Events" - "General Meeting of Shareholders" - "2025" - "2025 Annual General Meeting of Shareholders".

5.3. Location and time to receive nomination documents for candidates to be elected as member of the Board of Directors

- **Location to receive documents:** Documents nominating candidates to the Board of Directors of VietinBank must be sent directly or by post (secured) to the Secretariat to the Board of Directors and Investor Relations - Board of Directors Office - VietinBank - No.108, Tran Hung Dao, Hoan Kiem, Hanoi (Tel: 024.39413622/0832485588).

- **Time to receive documents: no later than 5:00 p.m, Tuesday, March 18, 2025.**
Nomination documents received by VietinBank after the above time are invalid.

6. Principles for the election of the Board of Directors members

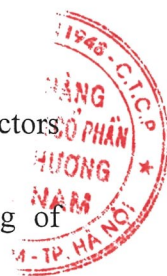
- By adopting the cumulative voting method, under which each shareholder has a total number of votes corresponding to the total number of shares owned/represented multiplied by the number of elected members of the Board of Directors, shareholders have the right to put all of their vote for one candidate or split votes for a number of candidates;
- The elected members of the Board of Directors shall be determined by votes from the highest to the lowest, starting from candidates with the highest number of votes until sufficient number of the Board of Directors members is reached and the elected member must have at least 51% of the total number of votes for each candidate on the total number of voting shares of the shareholders attending the General Meeting of Shareholders;
- If the shareholders want to vote for a candidate, write the number of votes for that candidate to the column "number of votes";
- If the shareholders do not vote for a candidate, either leave the column blank or cross out the column "number of votes";
- Aggregate number of votes for the candidates by a shareholder shall not exceed the total permitted votes of such shareholder (number of shares owned/represented multiplied by the number of members to be elected);
- Names of the candidates are printed in the voting card. Where the General Meeting of Shareholders decides to remove or supplement any candidate, the shareholders will rule out that candidate or add that candidate's name to the bottom of the list.

7. Announcing the electing decision

- Based on the Vote count minutes, the election results of the Board of Directors member will be announced at the meeting;
- The results will be recorded in the Resolution of 2025 Annual General Meeting of Shareholders.

8. Validity

This Regulation comes into effect immediately upon the approval of 2025 Annual General Meeting of Shareholder and will only apply to the additional election of members of the Board of Directors for term 2024-2029./.



**ON BEHALF OF AGM
CHAIRMAN**

Tran Minh Binh



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

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

**REGULATION
ON THE ADDITIONAL ELECTION OF VIETINBANK'S
MEMBERS OF THE SUPERVISORY BOARD FOR TERM 2024-2029**

- Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/1/2024;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020 and amended and supplemented documents;
- Pursuant to the Charter on the organization and operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);
- Pursuant to Official Dispatch No. 2349/NHNN-TCCB dated 3/4/2025 and Dispatch No. 1812/NHNN-TCCB dated 16/4/2025 of the State Bank of Vietnam on the personnel work;
- Pursuant to Regulation on Internal Management of VietinBank;

1. Number of member additionally elected to the Supervisory Board

VietinBank's Supervisory Board elected 04 additional member for the term 2024-2029.

2. Term of member of the Supervisory Board additionally elected

The term of additionally elected members of the Supervisory Board is the remaining time of the current term of the Supervisory Board (2024 – 2029).

3. Conditions to become members of the Supervisory Board

3.1. Member of the Supervisory Board must fulfill the following criteria and conditions:

- Not to be a subject regulated at clause 1, Article 42 of the Law on Credit Institutions.
- To have professional ethics according the regulations of the Governor of the State Bank.
- To have university degree or higher in finance, banking, economics, business administration, law, accounting, auditing. To have at least 3 years of working directly in the field of banking, finance, accounting or auditing.
- Not to be a Related person of a Manager of VietinBank.
- Head of the Supervisory Board must reside in Vietnam during his/her term of service.
- Not to be a family relative of any member of the Board of Directors, Branch Manager or General Director and any other manager of VietinBank;
- Not to be a manager of VietinBank.
- Other qualifications and conditions as required by regulations of the relevant Law.

3.2. A Supervisory Board member nominee of VietinBank must be approved by the State Bank of Vietnam in writing and during the time of undertaking his/her position as a Supervisory Board member, comply with standards and conditions prescribed by law and the Charter of VietinBank.

4. Principles for nominating members of Supervisory Board

According to the provisions of Article 52 of VietinBank Charter, a Shareholder or a



group of Shareholders holding from 05% or more of total Ordinary Shares of VietinBank shall have the right to nominate candidates to the Supervisory Board. Supervisory Board nomination shall follow the below rules: A Shareholder or a group of Shareholders who holds from 05% to less than 30% shall have the right to nominate up to 02 candidates; who holds from 30% to less than 40% shall have the right to nominate up to 03 candidates; who holds from 40% to less than 50% shall have the right to nominate up to 04 candidates and who holds from 50% and more shall have the right to nominate the entire number of maximum candidates.

5. Nomination documents for candidates to be elected as member of Supervisory Board

5.1. Principles for preparation of the application documents:

- Documents must be prepared in Vietnamese. In case a document issued by a competent agent or organization of a foreign country, notarized or certified documents must be legalized in accordance with the provisions of Vietnamese law (except for cases of exemption from consular legalization under legal regulations on consular legalization) and translated into Vietnamese;
- Translations from foreign languages into Vietnamese must be notarized or certified by translators in accordance with the law;
- Copies of documents of candidates expected to be elected or appointed must be copies from the original books or certified copies from the originals as prescribed by law;
- Documents prepared by the nominees expected to be elected and self-appointed candidates must be certified in terms of signature in accordance with the law.

5.2. List of documents:

- Nomination Letter to be elected member of Supervisory Board (as per template);
- Curriculum vitae with certified signature (as per template)
- Criminal clearance record;
- A notarized copies of certificates certifying level of education and professions, notarized Vietnamese translation version is required if such certificates are in foreign languages;
- Disclosure of the list of related persons of the nominee (as per template at Appendix No.2 -Circular 22) and Disclosure on related interests of the nominee;
- Others documents establishing that the nominee meets all standards and prescribed conditions.

Note: Document template are posted at website <https://investor.vietinbank.vn> - "Events" - "General Meeting of Shareholders" - "2025" - "2025 Annual General Meeting of Shareholders".

5.3. Location and time to receive nomination documents for candidates to be elected as member of the Board of Directors

- **Location to receive documents:** Documents nominating candidates to the Board of Directors of VietinBank must be sent directly or by post (secured) to the Secretariat to the Board of Directors and Investor Relations - Board of Directors Office - VietinBank - No.108, Tran Hung Dao, Hoan Kiem, Hanoi (Tel: 024.39413622/0832485588).
- **Time to receive documents: no later than 5:00 p.m, Tuesday, March 18, 2025.** Nomination documents received by VietinBank after the above time are invalid.

5.4. Principles for the election of the Supervisory Board members

- By adopting the cumulative voting method, under which each shareholder has a total number of votes corresponding to the total number of shares owned/represented multiplied by the number of elected members of the Supervisory Board, shareholders

have the right to put all of their vote for one candidate or split votes for a number of candidates;

- The elected members of the Supervisory Board shall be determined by votes from the highest to the lowest, starting from candidates with the highest number of votes until sufficient number of Supervisory Board members is reached and the elected member must have at least 51% of the total number of votes for each candidate on the total number of voting shares of the shareholders attending the General Meeting of Shareholders;
- If the shareholders want to vote for a candidate, write the number of votes for that candidate to the column "number of votes";
- If the shareholders do not vote for a candidate, either leave the column blank or cross out the column "number of votes";
- Aggregate number of votes for the candidates by a shareholder shall not exceed the total permitted votes of such shareholder (number of shares owned/represented multiplied by the number of members to be elected);
- Names of the candidates are printed in the voting card. Where the General Meeting of Shareholders decides to remove or supplement any candidate, the shareholders will rule out that candidate or add that candidate's name to the bottom of the list.

6. Announcing the electing decision

- Based on the Vote count minutes, the election results of the Supervisory Board member will be announced at the meeting;
- The results will be recorded in the Resolution of 2025 Annual General Meeting of Shareholders.

7. Validity

This Regulation comes into effect immediately upon the approval of 2025 Annual General Meeting of Shareholders and will only apply to the additional election of members of the Supervisory Board for term 2024-2029./.

ON BEHALF OF AGM
CHAIRMAN



Trần Minh Bình

