SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK **-------** No: 191/2025/TB-SeABank	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness** **---------------** *Hanoi, 25 February 2025*

REPORT
ON THE RESULTS OF THE SHARE ISSUANCE UNDER EMPLOYEE STOCK OWNERSHIP PLAN

I. Introduction to the Issuing Organization

1. Full name of the issuing organization: NGÂN HÀNG THƯƠNG MẠI CỔ PHẦN ĐÔNG NAM Á/ *SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK*
2. Abbreviation: SEABANK
3. Head Office Address: 198 Trần Quang Khải, Lý Thái Tổ Ward, Hoàn Kiếm District, Hanoi.
4. Tel: 024 3944 8688 Fax: 024 3944 8688 Website: https://www.seabank.com.vn
5. Charter capital: VND 28,350,000,000,000.
6. Stock code: SSB
7. Place where the payment account is opened: State Bank of Vietnam – Transaction Office
   Account Number: 120006
8. Enterprise Registration Certificate No. 0200253985 of the Joint Stock Company, initially registered on 14 January 2005, and amended for the 38th time on 7 June 2024, issued by the Hanoi Department of Planning and Investment.
9. Establishment and Operation License**:** License No. 0051/NH-GP issued by the State Bank of Vietnam on 25 March 1994; Decision No. 2378/QĐ-NHNN regarding the amendment of the charter capital provision in the Operation License of Southeast Asia Commercial Joint Stock Bank dated 30 October 2024.

II. Issuance plan

1. Stock name: Stock of Southeast Asia Commercial Joint Stock Bank
2. Stock type: Common stock
3. Total shares before the issuance:
   - Total issued shares: 2,835,000,000 shares.
   - Total outstanding shares: 2,835,000,000 shares.
   - Total treasury shares: 0 share.
4. Number of shares proposed to be issued: 10,000,000 shares, corresponding to 0.3527% of total outstanding shares.

5. Transfer restriction time:

Duration	Total number of shares allowed to be freely transferred under the ESOP Program in 2024 [(2)]
After 12 months from the date of completion of the issuance [(1)]	Up to 50% of total shares owned under the 2024 ESOP
After 18 months from the date of completion of the issuance [(1)]	Up to 50% of total shares owned under the 2024 ESOP

[(1)] The completion date of the issuance is the date the State Securities Commission has a written confirmation that it has received all documents reporting the results of the issuance under SeABank's ESOP 2024 or other documents of equivalent legal value.

[(2)] The number of shares allowed to be freely transferred is determined by rounding down to the nearest unit.

Managers who cease to hold the position of member of the BOD or member of the BOS of SeABank before the end of the 2023 - 2028 term will be allowed to transfer 100% of their shares under the 2024 ESOP after 01 year from the completion of the issuance.

Depending on SeABank's personnel policy from time to time, the BOD may consider and decide whether employees are allowed to transfer 100% of their shares under the 2024 ESOP after 01 year from the completion of the issuance in the following cases:

- Employees with excellent achievements during their work;
- Other cases as proposed by the General Director.

6. Issuance price (*in case issue share to employees):* VND 10,000/share.
7. Source for share issuance: None
8. Completion date of the issuance: 25/02/2025
9. Expected date of share transfer: **2025.**

III. RESULT OF THE SHARE ISSUANCE:

1. Total issued shares: 10,000,000 shares, where:
2. Number of employees who are distributed the shares: 54 persons.
3. Total number of shares after the issuance (25/02/2025): 2,845,000,000 shares, in which:
   - Number of outstanding shares: 2,845,000,000 shares.
   - Number of treasury shares: 0 share.

IV. ATTACHED DOCUMENTS:

- List of employees participating in the program attached to Resolution No. 18/2025/NQ-HĐQT dated 25 February 2025 of the Chairman of the Board of Directors regarding the summary of the share issuance under the 2024 ESOP.
- Board of Directors Resolution No. 166/2025/NQ-HĐQT dated 20 February 2025 approving the results of the first phase of share distribution and the plan for the second phase of share distribution under the 2024 ESOP.
- Confirmation document from the bank where the escrow account is opened regarding the amount collected from the issuance.
- Disclosure of information on changes in the number of outstanding voting shares.

Recipients:
- As above
- Filed at BODO

Hanoi, 25 February 2025
SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK
CHAIRMAN OF THE BOARD OF DIRECTORS

(signed)

Lê Văn Tần