SeABank

ANNUAL REPORT 2025

Believe

Believe

SeABank

STRENGTH ORIGINATES FROM BELIEF

In 2025, SeABank advanced with the spirit of “Believe” – maintaining strong confidence in its strategic direction, firmly pursuing its mission to connect sustainable values, and always believing in the leadership of the Board of Directors (BOD) and the EMB. The “Believe” message has created strong momentum throughout 2025, affirming the bank’s capabilities, responsibility, and determination to act in order to realize its long-term growth goals.

Belief is built on the alignment of will and action across the entire SeABank system. This unity, together with a strong commitment to standards and accountability, has strengthened a solid internal foundation, enabling SeABank to further enhance its competitiveness and achieve stable development in 2025.

Belief, forged from unity of will, compliant action, and a sense of responsibility among all SeABank employees, has driven SeABank’s stable development in 2025. Simultaneously, “Believe” also represents the trust of stakeholders in SeABank – built through a commitment to placing the interests of customers, partners, investors, and the community at the center of all decisions.

BELIEF FUELS GROWTH AND DRIVES SUCCESS

In 2025, the global economy continued to operate in a state of intertwined challenges and opportunities, placing higher demands on the financial and banking system in terms of risk management, operational efficiency, and resilience. Against this context, SeABank remains committed to pursuing a flexible business strategy, proactively applying a “vertical model” to improve governance efficiency, strengthen risk control, and optimize resource allocation.

Accordingly, the Bank focused on exploiting the credit needs of the economy, expanding its selective loan portfolio, and linking growth with asset quality. Outstanding loans reached VND 244,972 billion, an increase of 16.69%, while the non-performing loan (NPL) ratio continued to be controlled below 3% as regulated, ensuring operational safety.

Simultaneously, the “Digital Convergence” strategy remained a key priority, driven by the comprehensive digitalization of operational processes and products/services on a modern technology platform. A secure and convenient digital infrastructure, along with optimized customer experience, has contributed to improved operational efficiency, bringing the Cost-to-Income Ratio (CIR) down to 33.01%. Specialized financial solutions are flexibly tailored to specific customer segments, thereby diversifying revenue streams and increasing the Bank’s non-interest income (NoII) by 80.54% compared to 2024.

At the same time, SeABank continued to expand its international cooperation and attracted an additional US$80 million from international financial institutions, bringing the total international mobilization to over US$1.1 billion, thereby strengthening medium- and long-term capital sources to serve sustainable growth, inclusive financial development, and climate finance.

Thanks to a consistent strategy and decisive actions, in 2025 SeABank recorded pre-tax profit of VND 6,868 billion, an increase of 13.73%; total assets reached VND 396,443 billion, an increase of 21.72% compared to the same period; ROE reached 14.62%, thereby further strengthening the bank’s financial foundation and competitive position.

BELIEF LEADS SUSTAINABLE DEVELOPMENT

2025 marks a significant milestone as SeABank announced its new strategic framework of Purpose – Vision – Aspiration – Values, integrating responsibility and sustainability into all governance, operational, and business decisions. This orientation laid the foundation for the 2026-2030 period, aiming to become a bank that “puts people and the community first.”

The Environmental-Social-Governance (ESG) criteria are concretized with clear objectives and measurable indicators. Information disclosure and reporting are standardized in accordance with Vietnamese regulations and international best practices. The Sustainable Development Report is published separately from the Annual Report, demonstrating a commitment to transparency and accountability. In addition, SeABank has also issued an internal Regulation on Sustainable Development, which serves as a guiding principle to ensure that SeABank’s sustainable development strategy remains on track and effective.

Along with improving its governance framework, SeABank also focuses on fulfilling its social responsibility with a total budget of over VND 33 billion, a 44% increase compared to 2024. The bank donated nearly 1,000 houses to poor households; contributed VND 6.5 billion to mitigate the consequences of storms and floods; completed the goal of planting 1 million trees ahead of schedule; and continued to maintain the SeADreams, SeAGreen, and SeASmile funds with many practical social and charitable activities related to education, environment, and social welfare to create long-term impacts.

With unwavering belief in the spirit of “Believe,” SeABank concluded 2025 with stable growth. The strengthened comprehensive foundation will unleash its power, paving the way for SeABank to enter a new phase of development with confidence. The spirit of daring to innovate, daring to be different, and being ready to break through will help the Bank elevate its growth, aiming for sustainable long-term value for customers, partners, the community, and other stakeholders.

Believe

TABLE OF CONTENTS

BELIEVE! 03

TABLE OF CONTENTS 04

LIST OF ABBREVIATIONS 08

MESSAGE FROM THE CHAIRPERSON OF THE BOD 12

MESSAGE FROM THE CEO 14

VISION, MISSION, DEVELOPMENT STRATEGY, AND CORE VALUES 16

OUTSTANDING ACHIEVEMENTS 18

1/ FIRMLY BELIEVE

OVERVIEW OF SEABANK

General Information 24

Formation and Development Journey 26

Business Sector and Geographical Area 28

Governance Model and Management Structure 29

Strategic Partners 30

Subsidiary, business operations of subsidiary 32

Development Strategy and Orientations 34

36

BUSINESS PERFORMANCE AND OPERATION RESULTS IN 2025

Business and financial performance 42

Financial results 44

Organizational structure and human resources 45

Investment situation and project implementation 52

Shareholder Structure, Changes in Owner's Equity 58

Issuance of other types of securities 63

2/ LEADING ACTION

EVALUATION REPORT OF THE EMB

Market Position - SeABank Brand 66

Evaluation of the financial situation 78

Evaluation of business management and implementation 81

Evaluation of environmental and social activities 102

Action Plan for 2026 111

BOD' EVALUATION OF 2025 PERFORMANCE

BOD' Evaluation of the Bank's Performance 120

BOD' Evaluation of the EMB's Performance 122

BOD' Plans and Directions for 2026 124

Believe

TABLE OF CONTENTS

3/ SPREADING SUSTAINABILITY

CORPORATE GOVERNANCE

Overview of Corporate Governance Activities 132
Organizational Structure of the BOD and Subordinate Committees 140
BOD' Commitment to Sustainable Development 158
Activities of the BOD 165
Activities of Independent Members of the BOD 196
Activities of the Board Committees in 2025 200
Training and certification related to Corporate Governance 206
Supervisory Board 210
Salaries, remuneration and benefits 216
BOD' Evaluation of Corporate Governance and Plan for Improving Governance Capabilities 220
Investor and Shareholder Relations Activities 225

RISK MANAGEMENT AND COMPLIANCE

Overview and 3-line model 228
Risk Management Activities – Identifying and Managing Key Risks 230
Compliance Control Activities 240
Internal Audit 247

REPORT ON ENVIRONMENTAL AND SOCIAL IMPACT

The Bank's commitment on sustainable development 248
The highest person responsible for sustainable development policies & implementation 250
Compliance with environmental laws and regulations 250
Orientations and policies for managing the environmental and social impacts of business activities 250
HR Policy - Emphasizing Human Values and Talent Development 254
Community Development Activities 261
Preserving the green environment and minimizing carbon emissions 267
Action Plan Towards Comprehensive Sustainable Development Goals 281

4/ SHAPING SUCCESS

2025 FINANCIAL STATEMENTS 288
TRANSACTION NETWORK 362
AGENT BANKING NETWORK 366
TRANSACTIONS 370
APPENDICES: CORPORATE GOVERNANCE ASSESSMENTS UNDER VNCG, ACGS 388

LIST OF ABBREVIATIONS

Abbreviations	Explanation
AI	Artificial Intelligence
AGM	Annual General Meeting of Shareholders
AML	Anti-Money Laundering
BOD	Board of Directors
BU(s)	Business Units
CAR	Capital adequacy ratio
CASA	Current Account Savings Account
CEO	Chief Executive Officer/General Director
CES	Customer Effort Score
CJS	Commercial Joint Stock
CIR	Cost to Income Ratio
CRM	Customer Relationship Management
CSAT	Customer Satisfaction
CSR	Corporate social responsibility
E&S	Environmental & Social
EMB	Executive Management Board, including CEO and Deputy CEOs
ESG	3 pillars of sustainable development Environmental - Social - Governance
ESMS	Environmental and Social Risk Management System
ESOP/ SeAESOP	Employee Stock Ownership Plan of SeABank
EWS	Early Warning System
GHG	Greenhouse Gas
GMS	General Meeting of Shareholders
GRC	Governance, Risk and Compliance system
HR	Human resources
HRC	Human Resource Committee
IAM	Identity and Access Management
IFRS	International Financial Reporting Standards
IRRBB	Interest Rate Risk in the Banking Book
IT	Information Technology
KPI(s)	Key Performance Indicators
KRI(s)	Key Risk Indicators
L&C	Legal and Compliance
LCR	Liquidity Coverage Ratio
LDR	Loan-to-Deposit Ratio
Ltd.	Limited - a legal designation indicating limited liability
MCA	Management checkpoint assessment
NII	Net interest income
NIM	Net Interest Margin
NOII	Non-Interest Income
NPL	Non-performing loan ratio
NPS	Net Promoter Score
NSFR	Net Stable Funding Ratio
ODA	Official development assistance
OECD	Organisation for Economic Co-operation and Development
PBT	Profit before tax
QAIP	Quality Assurance and Improvement Program
RM	Risk Management
RMC	Risk Management Committee
ROA	Return on Assets
ROE	Return on Equity
SBV	State Bank of Vietnam
SCF	Supply Chain Finance Project
SDG(s)	Sustainable Development Goals
SMART	Specific – Measurable – Attainable – Relevant – Timebound

LIST OF ABBREVIATIONS *(continued)*

Abbreviations	Explanation
SME(s)	Small and Medium Enterprises
TCFD	Task Force on Climate-Related Financial Disclosures
TOI	Total Operating Income
UPAS LC	Usance Payable at Sight Letter of Credit
VNCG	Vietnam Corporate Governance Code
YoY	year-on-year
WSME	Women-owned small and medium enterprises

EXPLANATION OF SOME SPECIALIZED TERMS AND PROPER NAMES

Abbreviations	Explanation
5S	Sort, Set in Order, Shine, Standardize, and Sustain - a Japanese methodology for workplace organization, waste reduction, and productivity improvement
AFS	Company under the finance division of AEON Group - AEON Financial Service
AIIB	Asian Infrastructure Investment Bank
ALCO	Asset and Liability Committee
API	A method for connecting different applications and libraries
ATM	Automated Teller Machine
Basel II, Basel III	The second and third versions of the Basel Accord on Risk Management
Callbot	Automated customer service switchboard
COSO	Committee of Sponsoring Organizations of the Treadway Commission
COP	United Nations Framework Convention on Climate Change
DEI	Diversity, Equity, and Inclusion - Principles for fostering sustainable and inclusive workplace
DFC	U.S. International Development Finance Corporation
ebank	Electronic banking application
eKYC	Electronic Know Your Customer solution
EV(s)	Electronic vehicles
ERP	Enterprise Resource Planning - integrated system for managing and automating business processes and resources
FATCA	Foreign Account Tax Compliance Act - U.S. law on foreign account tax reporting
FMO	Dutch Entrepreneurial Development Bank
GRI	Global Reporting Initiative
HOSE	Ho Chi Minh City Stock Exchange
HNX	Hanoi Stock Exchange
ICMA	International Capital Market Association
IFC	International Finance Corporation
IIA	American Association of Internal Auditors
IPCC	Intergovernmental Panel on Climate Change
MCQR	Merchant Quick Response code - scannable barcodes enabling instant access to informationor actions
Norfund	The Norwegian Investment Fund for developing countries
POS	Point of Sale terminal
Proparco	French Development Finance Organization (Groupe Agence française de développement)
PTF	Post and Telecommunication Finance Company Limited
OTP	One-Time Password
SeABank AMC	SeABank Asset Management Company Limited – SeABank's subsidiary
SeABanker	SeABank employee
SeABank Academy	Training unit under Human Resources Division
SeADreams	SeABank's internal scholarship fund
SeAMobile	SeABank's electronic banking application
SeAPremium	SeABank's priority customer segment
SMS	Short Message Service
VNeID	Vietnam's National Electronic Identification Application and Platform
tCO2eq	Tonnes of CO2 equivalent - Unit of measurement for greenhouse gas emissions
UN	United Nations
UNEP FI	United Nations Environment Programme Finance Initiative
VBMA	Vietnam Bond Market Association

MESSAGE FROM THE CHAIRPERSON OF THE BOD

Dear valued Shareholders, Partners, and Customers,

2025 marks a crucial turning point for SeABank as the global and regional economies continue to face numerous uncertainties, demands for sustainable development, governance transparency, and social responsibility are increasingly standardized for financial institutions.

The BOD of SeABank recognized that sustainable development is not merely a commitment to social responsibility, but a strategic choice to ensure the Bank's long-term, safe, and efficient growth. Corporate governance is identified as a key element, with the BOD playing a central role, directly overseeing the Bank's sustainable development strategy. Corporate governance is fundamental to enhancing competitiveness and guiding the operations of the entire banking system, adhering to the principles of transparency and efficiency.

Corporate governance – a key pillar of sustainable development

The BOD of SeABank recognized that good corporate governance is the most important "soft infrastructure" of a modern bank. Adherence to and progressive adoption of advanced governance standards, consistent with international practices and Vietnamese law, not only contributes to improving risk management effectiveness but also helps build and strengthen the trust of shareholders, investors, customers, employees, and other stakeholders.

In 2025, the SeABank BOD continued to direct and supervise the strengthening and improvement of the Bank's governance model. Accordingly, the focus was placed on clarifying the roles and responsibilities of the BOD and its subordinate committees, ensuring appropriate independence between governance and operational functions, while enhancing the effectiveness of supervision throughout the system. Risk management was closely linked to the business strategy, risk appetite, and internal control and compliance systems, with ESG factors being placed under the supervision of the BOD. Simultaneously, the Bank prioritized improving the quality of information disclosure, ensuring timeliness, completeness, accuracy, and accessibility, aiming towards international standards for reporting and sustainable development.

Good corporate governance – a sustainable competitive advantage

In a competitive business environment, SeABank's BOD recognizes that sustainable competitive advantages stem not only from scale or technology, but also from robust governance capabilities, a consistent compliance culture, and the quality of strategic decisions. Effective corporate governance enables the Bank to make prudent yet flexible decisions, balancing growth objectives with operational safety. Simultaneously, a strong governance foundation helps attract and maintain high-quality capital, particularly from long-term investors who prioritize ESG factors and transparency in governance. Through this, SeABank's reputation and brand value continue to be strengthened, enhancing its positioning as a transparent, responsible, and trustworthy bank.

> *"**Corporate governance** - The foundation of competitiveness and a driver of long-term growth"*

Commitment of the BOD

The BOD is committed to continuing to place sustainable development and corporate governance at the center of its strategic decisions, while also being responsible for overseeing implementation through governance mechanisms and regular reporting. On this basis, the BOD will continue to support and supervise the EMB in building a transparent, efficient, and accountable organization, aiming to create long-term values for stakeholders and make a positive contribution to sustainable socio-economic development.

The BOD of SeABank believes that, with a solid governance foundation, effective supervisory mechanisms, and a clear strategic direction, along with the consensus of the entire system, SeABank will continue to develop safely, efficiently, and sustainably, thereby affirming its position in the Vietnamese financial and banking system.

In 2026 and the upcoming period, the BOD in particular and SeABank in general hope to continue receiving the support and cooperation of esteemed Shareholders, Partners, and Customers to successfully implement the sustainable development strategy, aiming to create increasing values to the community and stakeholders.

Thank you sincerely for your trust and support.

Best regards,

Chairperson of the BOD

Le Van Tan

MESSAGE FROM THE CEO

Dear valued Shareholders, Partners, and Customers,

In 2025, amidst a financial and banking market that continues to place higher demands on risk management, asset quality, and capital efficiency, SeABank remains steadfast in its established vision and sustainable development strategy, proactively adapting, seizing opportunities, and overcoming challenges.

Adhering to the sustainable vision and consistent guidance from the BOD, a synchronized and decisive action plan has been implemented across the entire SeABank system in 2025. The "Believe" spirit has fostered a sense of compliance, discipline, and responsibility among each employee, thereby increasing internal strength and enhancing execution capabilities.

Accordingly, SeABank focuses on digital transformation; developing a comprehensive ecosystem of customers and partners; risk control; human resource and corporate culture development; social welfare and environmental protection. These strategies are concretized into action programs, closely adhering to the Bank's long-term ESG strategy.

Comprehensive ecosystem expansion

In 2025, SeABank focused on developing its ecosystem of product-customer-partner to enhance service connectivity and expand multi-platform touchpoints.

Accordingly, the Bank continued to expand its international cooperation, attracting an additional US$80 million from the French Development Finance Organization (Proparco) and the Dutch Enterprise Development Bank (FMO), raising the total international mobilization to over US$1.1 billion, creating a capital foundation for sustainable growth and inclusive finance. Regarding products and services, SeABank strengthened cooperation with MobiFone and MoneyGram to expand financial and telecommunications services, international money transfers, and promote cross-selling within the ecosystem.

Simultaneously, the bank develops its customer base by focusing on key segments, providing customized solutions tailored to the specific needs of small and medium-sized enterprises (SMEs), female customers, and priority customers (SeAPremium)... Lifestyle-oriented financial products are also being promoted, notably the Visa SeASoul 2in1 card in collaboration with singer My Tam, SeAPremium Lounge priority counters, exclusive SeAPremium Golf Master tournament, and SeAPower privileges for female business owners.

In addition, the Bank continued to upgrade its SeAMobile/SeANet digital banking services and diversify its digital products and services, thereby attracting 675,000 new users and recording 53 million online transactions with a total turnover of VND 507,000 billion.

In particular, SeABank's brand and products and services were clearly demonstrated through its exclusive sponsorship of the "See the Light" live concert – the largest solo concert in Vietnam by singer My Tam, attracting over 40,000 spectators at My Dinh Stadium.

Strengthening risk management

In 2025, SeABank continued to strengthen its risk management foundation in a proactive manner and in line with international best practices. The Bank completed the development of its Risk Appetite for the period 2026-2030, serving as a basis for defining acceptable risk levels in line with its medium- and long-term strategy. The Early Warning System (EWS) for individual customers operates automatically, covering 100% of the credit portfolio, supporting early identification and timely handling of signs of asset quality deterioration.

The socio-environmental risk management system continued to be upgraded in line with international standards, integrating supply chain risk evaluation and physical risks related to climate change; while continuing to screen and assess socio-environmental risks for 100% of credit and investment projects.

Notably, SeABank is one of the first private banks in Vietnam to issue a Green Bond Framework compliant with the principles of the International Capital Markets Association (ICMA) and is rated "Medium Green" by S&P Global Ratings – the second highest rating according to 6-tier 'Shades of Green' framework (S&P Ratings).

In addition, credit rating agency Moody's maintained SeABank's 2025 credit ratings at Ba3 for long-term deposits, its baseline credit evaluation (BCA) at B1, and a 'Stable' outlook. The maintained credit rating by Moody's for several consecutive years clearly demonstrates its recognition of SeABank's solid financial foundation, improved operational efficiency, and sustainable growth prospects with appropriate strategies.

Human resource development and corporate culture

Adhering to its vision of "putting people and the community first," SeABank continues to refine its human resource policies, enhance training, build clear career paths, and ensure fair development opportunities based on competence and contribution. Recruitment and compensation policies are implemented transparently, without bias or discrimination, aiming for a work environment of professionalism, mutual respect and diversity.

Corporate culture is strengthened in the direction of professionalism, transparency, cohesion, creating consensus in action and enhancing execution capacity through internal bonding programs, team minigames, competitions for employees and their children, etc.

The culture of love, sharing, and green lifestyle continued to be promoted in 2025, with a total budget of over VND 33 billion allocated to social responsibility activities, focusing on housing for poor households, mitigating the consequences of natural disasters, promoting education, and protecting the environment. Notably, the Bank achieved its goal of planting 1 million trees ahead of schedule, aiming to create a practical and sustainable impact on the community.

Confidently break through and create value

At the end of 2025, SeABank recorded pre-tax profit of VND 6,868 billion, total assets of VND 396,443 billion, and ROE of 14.62%. These results demonstrate a clear improvement in growth quality, capital utilization efficiency, and operations, affirming the correctness of the strategic pillars implemented.

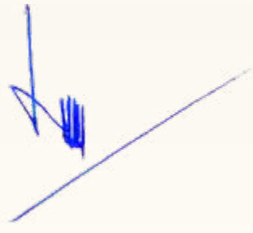
On behalf of SeABank's EMB, I would like to express my sincere gratitude to the regulatory authorities, the SBV, our esteemed shareholders, partners, and customers for their continued trust and support. In particular, I highly appreciate the efforts of all SeABank employees for their unwavering commitment and collective dedication in achieving our goals for 2025.

Entering a new phase of development, SeABank continues to maintain its confidence, ready to make even stronger breakthroughs, confidently and proactively seizing opportunities on the foundation already established, thereby enhancing its competitive position and creating long-term value for stakeholders.

Wishing you good health, success, and prosperity!

Best regards.

CEO



SeABank

PURPOSE

Bring enjoyment to people's lives

VISION

Be a bank that puts people and community first

AMBITION

Deliver satisfaction and distinct service

Be digital in all aspects of operation

Make responsible and sustainable decision

VALUES

Have a Purpose

Aim for Excellence

Be Happy

Believe

OUTSTANDING ACHIEVEMENTS

01

RECEIVED US$80 MILLION IN INVESTMENT FROM TWO INTERNATIONAL ORGANIZATIONS

The French Development Finance Corporation (Proparco) and the Dutch Enterprise Development Bank (FMO) signed a cooperation agreement to invest US$80 million in SeABank to promote inclusive economic and financial growth in Vietnam. The entire loan was disbursed in October 2025, with each party contributing US$40 million. This brings SeABank's total international mobilization to over US$1.1 billion, affirming the bank's reputation, operational efficiency, and effective use of capital.

02

ANNOUNCED A NEW STRATEGIC FRAMEWORK ON VISION, MISSION, AND CORE VALUES

The new strategic framework, comprising Purpose, Vision, Aspiration, and Core Values, marks a significant shift in SeABank's sustainable journey. The bank establishes its Purpose as "bringing joy to people's lives," aspiration to provide differentiated services, comprehensive digitalization, and incorporating sustainability into every decision. The three core values (Have a Purpose, Aim for Excellence, Be Happy) guide the building of trust, values, and positive experiences for customers in the next phase.

03

OFFICIALLY INCREASED CHARTER CAPITAL TO VND 28,450 BILLION

The SBV issued Decision 2206/QD-NHNN dated May 28, 2025, approving the adjustment of SeABank's charter capital from VND 28,350 billion to VND 28,450 billion, an increase of VND 100 billion through the issuance of 10 million ESOP shares with a par value of VND 10,000 per share. This capital increase is part of the plan approved by the 2024 AGM, creating a foundation for sustainable development aligned with the ESG orientation.

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SEABANK 2025

Belief creates strength, driving effective, safe, and sustainable execution

04

RECEIVED BA3 RATING FROM MOODY'S FOR THE 4TH CONSECUTIVE YEAR

In 2025, Moody's maintained SeABank's Ba3 rating for long-term deposits, BCA at B1, and a Stable outlook for the fourth consecutive year, demonstrating its recognition of the Bank's governance capabilities and sound financial foundation.

05

STRENGTHENED STRATEGIC COOPERATION AND EXPANDED THE MODERN BANKING ECOSYSTEM

In October 2025, MobiFone Telecommunications Corporation and SeABank signed a strategic cooperation agreement to develop an integrated ecosystem between telecommunications, technology, and finance-banking, enhancing the customer experience nationwide. Simultaneously, SeABank also partnered with MoneyGram International, Inc., enabling customers to receive international remittances online directly into their SeAMobile e-banking accounts for the first time.

OUTSTANDING ACHIEVEMENTS

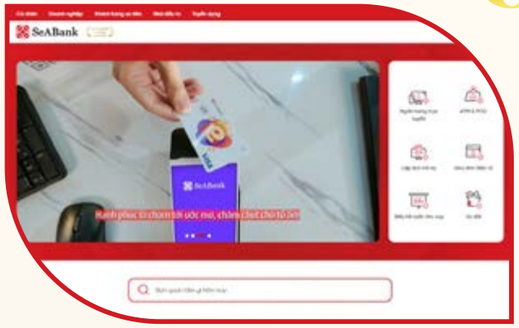
(continued)

06

ENHANCED TRANSPARENCY IN GOVERNANCE AND REPORTING

In 2025, SeABank published its first standalone Sustainable Development Report, separated from ESG disclosures in the Annual Report. This is a significant step towards standardizing and systematically presenting the objectives, strategies, and results of ESG implementation, thereby increasing information transparency and affirming the Bank's commitment to stakeholders.

07



OFFICIALLY LAUNCHED THE NEW WEBSITE

The newly launched SeABank website marks a significant step forward in innovation and enhancing the customer experience. The streamlined UI/UX platform is optimized for each customer segment, integrating features such as intelligent search, personalized product suggestions, card comparison, and improved page load speed across all devices. Page load speed is significantly improved and remains stable across all devices, anytime, anywhere.

08

ELEVATED THE EXPERIENCE OF SEAPREMIUM PRIORITY CUSTOMERS

SeABank continued to develop its SeAPremium ecosystem for high-end customers based on three S.E.A. pillars: Stability, Exclusivity, and Advisory. Accordingly, 28 SeAPremium Lounge priority transaction counters have been implemented under a boutique banking model, providing transaction spaces along with a team of specialized advisors. In addition, the 3rd SeAPremium Golf Master 2025 tournament continues to offer a refined experience and exclusive lifestyle privileges for SeAPremium customers.

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09

ENHANCED CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL STEWARDSHIP

SeABank has strengthened its social welfare and environmental activities with a total budget of over VND 33 billion, a 44% increase compared to 2024. Many practical activities have been implemented, such as: building nearly 1,000 houses for poor households, providing VND 6.5 billion for post-flood reconstruction, completing the target of planting 1 million trees ahead of schedule, sponsoring 10 underprivileged students, and continuing to spread values through the annual charitable programs of its internal charity fund.

10

LAUNCHED THE VISA SEASOUL 2IN1 CARD AND EXCLUSIVELY SPONSORED THE "SEE THE LIGHT" LIVE SHOW IN COLLABORATION WITH SINGER MY TAM

SeABank, in collaboration with Visa and singer My Tam, has launched the Visa SeASoul 2in1 international card – a card integrating debit and credit with benefits such as: free installment payments, cashback up to 15% on entertainment, dining, and travel; many privileges for fans; and a charity feature of VND 3,000 per newly opened card for the SeABank/MT Foundation.

Simultaneously, SeABank partnered with the "See The Light – Gratitude and Light" live show held at My Dinh Stadium, attracting 40,000 spectators and affirming the modern financial trend linked to emotional experiences and lifestyle.

1/ FIRMLY BELIEVE

OVERVIEW OF SEABANK

BUSINESS PERFORMANCE AND OPERATION RESULTS IN 2025

I. OVERVIEW OF SEABANK

GENERAL INFORMATION

Trade name	Southeast Asia Commercial Joint Stock Bank
Abbreviation	SeABank
Year of establishment	1994
Operating license number	License No. 51/GP-NH dated March 25, 1994, issued by the SBV under Decision No. 47/QD-NH5 dated March 25, 1994; and according to subsequent amendments, supplements, and replacements.
Stock code	SSB
Address	No. 198 Tran Quang Khai Street, Hoan Kiem Ward, Hanoi City, Vietnam
Business registration number	**0200253985** first issued by the Hanoi Department of Planning and Investment on January 14, 2005
Charter capital	VND **28,450,000,000,000**
Equity	VND **40,372,593,858,222**
Hotline	1900 555 587
Website	seabank.com.vn
Email	contact@seabank.com.vn

MEMBERS OF DOMESTIC AND INTERNATIONAL ASSOCIATIONS AND INDUSTRIES

Name of Organization/Association	Role of participation	Participation time
Vietnam Banking Association	Member Bank	1994
Swift Association - The International Interbank Financial Telecommunication Association	Member Bank	06/2005
Vietnam Bank Card Association	Member Bank	10/2008
MasterCard International Card Organization	Member Bank	02/2009
Visa International Card Organization	Member Bank	01/2010
NAPAS (also known as Vietnam National Payment Corporation)	Member Bank	10/2012
Vietnam Bond Market Association (VBMA)	Member Bank	2017
JCB International Card Organization	Member Bank	03/2022

FORMATION AND DEVELOPMENT JOURNEY

1994

Hai Phong Commercial Joint Stock Bank (predecessor of SeABank) was established in Hai Phong on March 24, 1994.

2002

Renamed to Southeast Asia Commercial Joint Stock Bank (SeABank)

2005

Officially moved headquarters from Hai Phong to 16 Lang Ha, Ba Dinh, Hanoi.

2009

Officially launched the retail banking model.

Relocated Head Office to 25 Tran Hung Dao Street, Hoan Kiem ward, Hanoi.

2011

Opening of the Ho Chi Minh City Representative Office

Became one of the first banks in Vietnam to accept all types of international cards.

2012

Ranked in Group 1 by the SBV and selected to be included in the list of eligible entities to participate in serving Official Development Assistance (ODA) projects in Vietnam.

Received the Third-Class Labor Medal for contributions to socio-economic development during the period 2007-2011.

2017

Transformed 'customer-centric' operating model with the aspiration to become the favorite retail bank.

Received the Second Class Labor Medal for outstanding achievements in work during the period 2011-2017.

2018

Announced the five core values: Community, Transparency, Consensus, Aspiration, and Sustainability.

Increase charter capital to VND 7,688 billion.

2019

Moody's announced a B1 credit rating for SeABank.

Achieved the minimum capital adequacy ratio requirement according to the international Basel II standards ahead of schedule.

Increased charter capital to VND 9,369 billion.

2020

Introduced the new SeAMobile version.

The 5th bank in Vietnam to complete all 3 pillars of Basel II ahead of schedule.

Increased charter capital to VND 12,087 billion.

Awarded the title of National Brand 2020.

2021

1.2 billion SSB shares listed on HOSE.

Moody's upgraded SeABank's outlook from Stable to Positive, while maintaining its credit rating at B1.

Increased charter capital to VND 14,785 billion.

2022

Relocated Head Office to BRG Tower - 198 Tran Quang Khai, Hoan Kiem, Hanoi

Moody's upgraded its baseline credit rating (BCA) to B1, and improved ratings for several categories to Ba3.

Implemented Basel III standards.

International fundraising reached US$495 million.

The transaction network reached 181 points across 31 provinces and cities.

Permanent Vice Chairperson of the BOD Nguyen Thi Nga, received the First Class Labor Medal for outstanding achievements in her work during the period 2016-2020.

2023

SSB shares included in the MSCI Frontier Markets Index and the VN30-Index.

Signed a contract to transfer 100% of the capital contribution in PTF Finance Company to AEON Financial Service (AFS).

Increased charter capital to VND 24,957 billion.

2024

Issued the first blue-chip bonds in Vietnam.

Increased charter capital to VND 28,350 billion.

Successfully upgraded the T24 system to version R22.

Expanded cooperation with many reputable organizations such as IFC, AIIB, Visa, Norfund...

Received the First Class Labor Medal for outstanding achievements in its work during the period 2018-2022.

2025

Announced a new Strategic Framework on Vision, Mission, and Core Values.

Received US$80 million in investment from Proparco and FMO, bringing total international fundraising to over US$1.1 billion (including shopping malls).

Increased charter capital to VND 28,450 billion.

Maintained Ba3 rating by Moody's for the fourth consecutive year.

Published the first standalone Sustainable Development Report.

Launched the Visa SeASoul 2in1 card.

BUSINESS SECTOR AND GEOGRAPHICAL AREA

1. Accepting demand deposits, time deposits, savings deposits, and other types of deposits.
2. Issuing certificates of deposit.
3. Granting credit in the following:
   - Loan
   - Discounting, rediscounting
   - Bank guarantee
   - Issuing credit cards
   - Domestic factoring; international factoring
   - Letter of credit
   - Other forms of credit granting as prescribed by the SBV.
4. Opening payment accounts for customers.
5. Providing means of payment.
6. Providing payment services via accounts as below:

   Providing domestic payment services including checks, payment orders, payment authorizations, collection orders, collection authorizations, money transfers, bank cards, collection and disbursement services.

   Providing international payment services and other payment services as regulated by the SBV.
7. Borrowing from the SBV in the form of refinancing.
8. Trading securities (purchasing and selling) with the SBV.
9. Lending, borrowing, depositing, receiving deposits, buying, and selling securities with a maturity date with credit institutions and branches of foreign banks in accordance with the regulations of the SBV.
10. Borrowing from abroad in accordance with the law.
11. Opening a payment account at the SBV.
12. Opening a payment account at a credit institution that provides payment services through accounts.
13. Opening a payment account overseas in accordance with the laws on foreign exchange.
14. Organizing internal payment systems and participating in the national interbank payment system.
15. Contributing capital and purchasing shares in accordance with the law and guidelines of the SBV.
16. Conducting business and providing domestic and foreign customers with foreign exchange services and products within the scope regulated by the SBV.

    Business activities include providing domestic and international clients with interest rate derivative products and services.
17. Receiving entrusted investment and development funds from domestic organizations.
18. Entrusting, receiving entrustment for capital contribution, purchasing shares.
19. Acting as an agent or receiving an agent to purchase corporate bonds.
20. Acting as trustee, receiving trusteeship, acting as agent in banking operations, and assigning payment agency services are governed by regulations of the State Bank of Vietnam.
21. Asset management agents operate in accordance with the law and guidelines of the State Bank of Vietnam.
22. Insurance agents operate in accordance with the laws on insurance business and within the scope of insurance agency activities as stipulated by the State Bank of Vietnam.
23. Other business activities:
24. Cash management services; treasury services for credit institutions and branches of foreign banks; asset management and safekeeping services, safe deposit box rental.

    Providing money transfer, collection, disbursement, and other payment services that do not involve bank accounts.

    Participating in bidding, buying, and selling State Bank of Vietnam treasury bills, corporate bonds; buying and selling government debt instruments, government-guaranteed bonds, local government bonds, and other securities.

    Participating in bidding, buying, and selling Treasury bills, negotiable instruments, and other securities.

    Currency brokerage services.

    Trading in gold.

    Other services related to factoring and letters of credit.

    Providing advice on banking operations and other business activities as stipulated in the License.

    Issuing bonds.

    Securities custody.

    The collateral management agent for the lender is an international financial institution, a foreign credit institution, a credit institution, or a branch of a foreign bank.
25. Investing in government bond futures contracts.
26. Electronic wallet.
27. Debt purchasing activities.
28. Other business activities related to banking operations as regulated by the SBV.

Geographical Area

As of **December 31, 2025**, SeABank has:

181 TRANSACTION POINT

254 CORRESPONDENT BANKS IN 54 COUNTRIES

49 BRANCHES

132 TRANSACTION OFFICIES

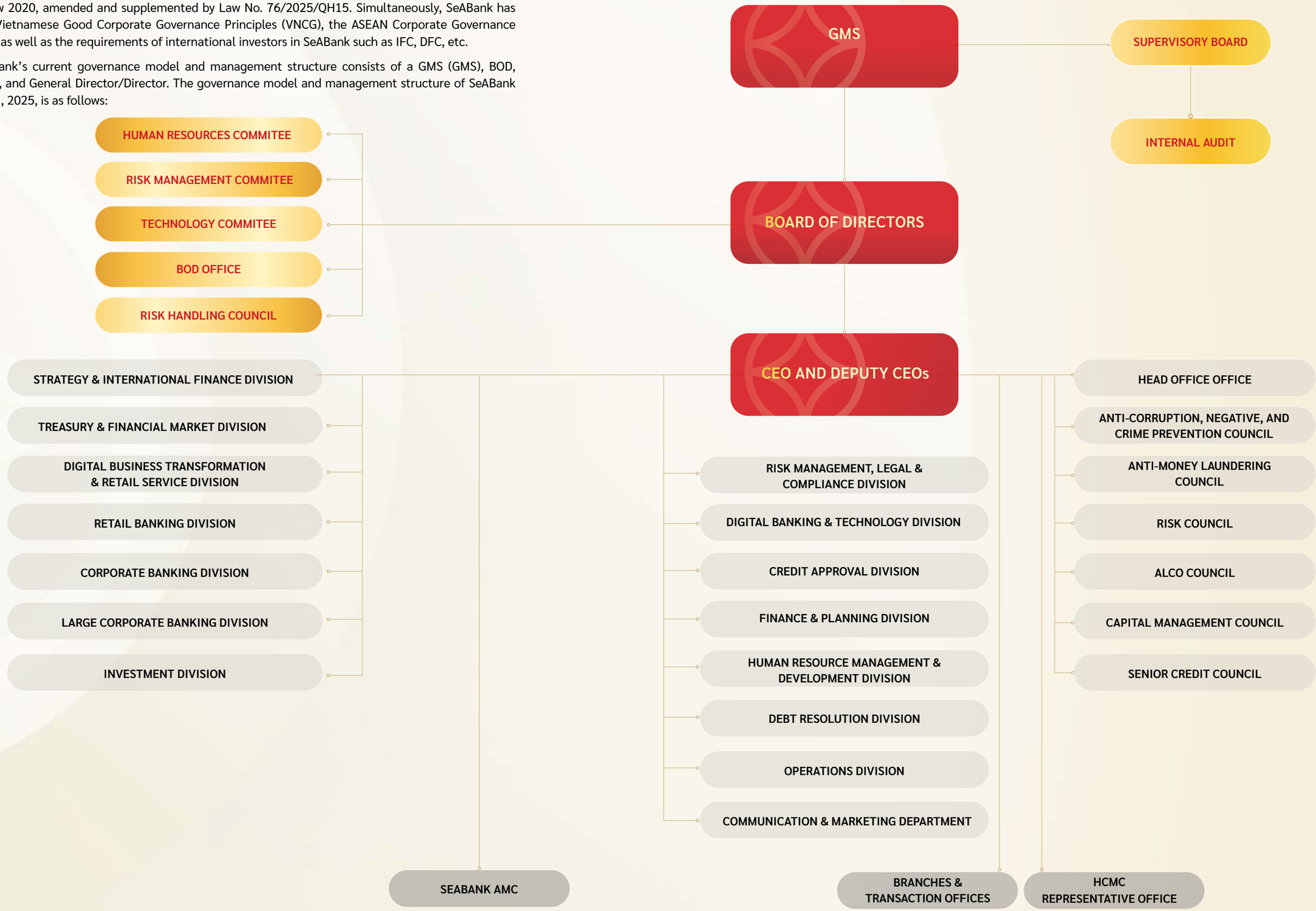
across 24 provinces and cities (according to the new administrative boundaries)

Believe

GOVERNANCE MODEL AND MANAGEMENT STRUCTURE

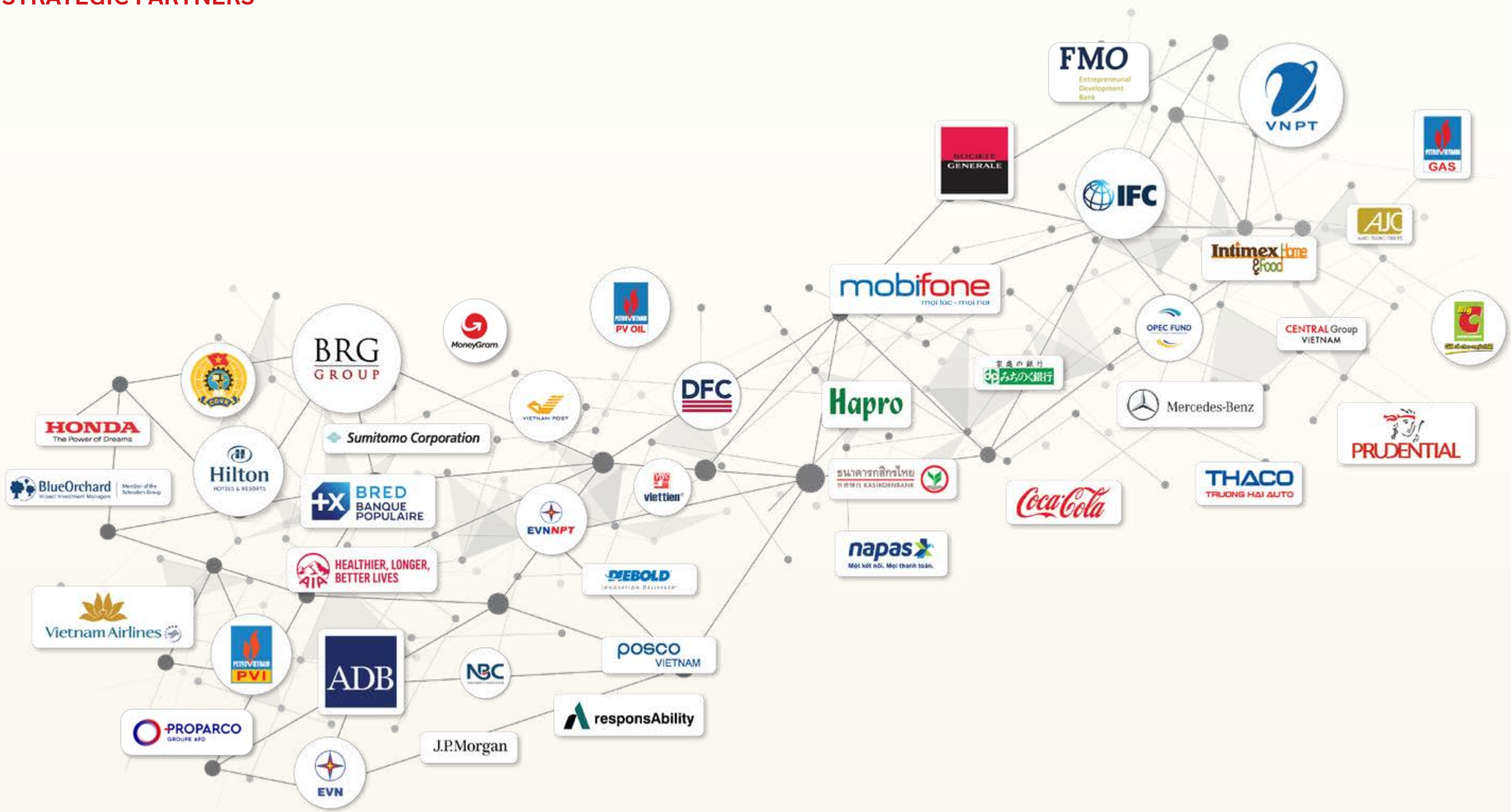
SeABank is a joint-stock commercial bank and a listed company on the Ho Chi Minh Stock Exchange (HOSE). SeABank's governance model and management structure are implemented in accordance with the Law on Credit Institutions (2024) and its guiding documents; the Securities Law 2019, amended and supplemented in 2024; and the Enterprise Law 2020, amended and supplemented by Law No. 76/2025/QH15. Simultaneously, SeABank has also applied the Vietnamese Good Corporate Governance Principles (VNCG), the ASEAN Corporate Governance Scorecard (ACGS), as well as the requirements of international investors in SeABank such as IFC, DFC, etc.

Accordingly, SeABank's current governance model and management structure consists of a GMS (GMS), BOD, Supervisory Board, and General Director/Director. The governance model and management structure of SeABank as of December 31, 2025, is as follows:



Believe

STRATEGIC PARTNERS



SUBSIDIARY, BUSINESS OPERATIONS OF SUBSIDIARY

SeABank Asset Management Co. Ltd. (SeABank AMC)

In 2025, after completing the transfer of Post and Telecommunication Finance Co. Ltd. (PTF) to AEON Financial Service (AFS) in February 2025, SeABank will own one subsidiary, SeABank Asset Management Co. Ltd. (SeABank AMC).

Business name	SeABank Asset Management and Debt Collection Co. Ltd.
Abbreviation	SeABank AMC
Business Registration Certificate No.	Registration number 0103099985 was first issued by the Department of Planning and Investment of Hanoi City on December 16, 2008, and the 20th amendment was registered on July 14, 2025.
Headquarters	254C Thuy Khue Street, Tay Ho Ward, Hanoi City, Vietnam
Registered charter capital	VND 1,000,000,000,000
Paid-up charter capital	VND 1,000,000,000,000
Owner	Southeast Asia Commercial Joint Stock Bank
Ownership percentage	100%
Main business activities	Debt management and asset recovery

On December 3, 2008, SeABank AMC was established with the approval of the SBV to serve SeABank's debt management and asset exploitation needs by receiving, managing, and recovering accounts receivable and bad debts from the bank, ensuring the bank's safe and sustainable business operations.

Besides meeting SeABank's own needs for handling bad debts, SeABank AMC will utilize its specialized skills to serve the debt and asset resolution needs of other businesses, helping to make capital flow more transparent and smooth in the economy.

Performance in 2025

In 2025, SeABank AMC will continue to implement its activities in accordance with its functions and responsibilities:

- Participating in auctions to purchase assets seized in enforcement proceedings (assets related to SeABank's debt settlement) from auction centers aims to minimize losses and reduce the value of collateral assets.
- Complete the necessary procedures to legalize ownership of the purchased assets with the competent state authorities, then proactively sell them on the market to maximize capital recovery for SeABank.
- Implement, operate, manage, and provide office rental services in SeABank AMC's and SeABank's entrusted buildings nationwide.

Business results for 2025

No.	Target	2024	2025	Growth
		(Billion VND)	(Billion VND)	%
1	Total assets	1,169	1,297	10.9%
2	Profit before tax	34.4	63.7	84.8%

Action plan for 2026

- Continue to carry out the procedures to legalize ownership of the purchased assets with the competent State authorities, and proceed with selling them on the market to recover capital for SeABank.
- Continue to operate the management and provision of office rental services at the Company's leased buildings and those entrusted by SeABank.
- The projected pre-tax profit target for 2026 is VND 63.2 billion.

DEVELOPMENT STRATEGY AND ORIENTATIONS

SeABank's Strategy and Orientation to 2030

SeABank's goals and development strategy until 2030

Goal	Strategy
To become the favorite retail bank in Vietnam	• **Technological advancement:** Investing strongly in technology and automation to improve product and service quality, increase value, and enhance customer experience. • **Prioritizing security:** Enhancing safety and security in accordance with Vietnamese regulations and international standards, applying technology to minimize risks and ensure customer rights. • **Customer development:** Maximizing customer service through multiple channels, a diverse range of products and services, and the implementation of comprehensive financial solutions.
Become a leading bank in corporate culture	• **Building a healthy work environment:** Respecting the diversity, differences, and individual identities of each employee, creating equal opportunities for employees to demonstrate and develop their abilities, and to excel and advance. • **Strengthening team spirit:** Enhancing solidarity among employees and fostering a stronger bond between employees and the bank through appreciation programs and internal team-building activities. • **Spreading values to the community:** Promoting humanism, sharing, and love from within the organization to the community through a series of social welfare and environmental activities, and the activities of 4 internal charitable funds.
Human resource development to drive sustainable development	Recognizing that human resources are the core element of internal strength, SeABank promotes human resource development through: • Improve salary policies, compensation packages, and benefits to ensure competitiveness. • Organize appropriate training programs and career advancement paths to create opportunities for skill development. • Develop a workforce with innovative thinking, experience in multiple fields, digital skills, and a high level of adaptability and up-to-date knowledge.
Sustainable development is based on three main pillars: Environment (E) – Society (S) – Governance (G)	Comprehensive sustainable development is achieved through the integration of ESG principles and standards into business strategies. Details of the sustainable strategy based on the three ESG pillars are presented in section I-7.1 of this report.
Driving growth through the development based on SMART indicators	SeABank has set its financial goals for 2030 based on the SMART principle with 5 elements: Specific – Measurable – Attainable – Relevant – Timebound. Accordingly, the goals for 2030 are: • 10 million customers; • Non-interest income (NoII) accounts for >38% of total income; • Online transaction rate is 70%. • Cost-to-income ratio (CIR) <36%; • Non-performing loan ratio <3%.

Believe

Sustainable Development Strategy and Orientation

Long-term strategy – Comprehensive sustainable development based on core values

Have a Purpose

Expanding sustainable development to serve the community. Connecting with and delivering core values to customers, stakeholders, the community, and society

Sustainable and responsible business practices:

- Operating responsibly based on the 17 Sustainable Development Goals (SDGs) of the United Nations, we are pioneers in implementing and disseminating these values to our employees, customers, the community, and stakeholders.
- Integrating ESG criteria into business strategies, aiming for sustainable development and supporting the national goal of achieving net-zero emissions by 2050, is consistent with the commitment of the Vietnamese Prime Minister at the 26th Conference of Parties to the United Nations Framework Convention on Climate Change (COP26).
- Sustainable growth in scale, products, and services to deliver tangible value and benefits to all stakeholders.

To foster shared responsibility among the Bank, individuals, organizations, customers, and all stakeholders for a prosperous and sustainable community:

- To become a pioneering bank in green finance and inclusive finance, promoting sustainable economic growth and improving the quality of life for the community.
- Maintain the operation of 4 internal charitable funds, actively organize social welfare and environmental activities, and participate in social welfare and environmental activities of state agencies, organizations/associations, and partners.
- Continuously innovating, contributing ideas, and effectively implementing business activities and social welfare and environmental activities to serve the community.

1 Aim for Excellence

A desire to contribute, affirm value, and achieve success. Always transparent to live up to the professional standards in the eyes of clients.

Strengthen internal resources to ensure the achievement of set objectives:

- Spreading the spirit of striving for excellence and the desire to contribute to the Bank and the community among each employee, thereby creating a strong internal strength to propel the team to achieve success.
- Building a high-quality workforce, ready to meet goals and strategies.

Operating transparently and efficiently for the trust and benefit of partners, customers, investors, and stakeholders:

- Ensure the full and timely disclosure of information in accordance with legal regulations and good corporate governance practices. Information should be complete, accurate, clear, timely, and effective, presented in various formats, in a reader-friendly manner, and meeting the diverse needs of stakeholders.
- Avoid embezzlement and personal gain. Strengthen anti-money laundering and anti-corruption efforts. Adhere to regulations, principles, and standards when interacting with stakeholders.
- Improve corporate governance and risk management in accordance with legal regulations; apply international best practices.

Be Happy

A passionate and dedicated work ethic, driven by the belief, rights, and well-being of customers, stakeholders, and the community

Defining the purpose to "bringing enjoyment to people's lives" as a guiding principle for all activites:

- For employees: Ensuring fair benefits and an ideal environment to maximize potential, increase engagement, and enhance satisfaction.
- For customers: To deliver satisfaction and differentiated service, placing customer experience and benefits at the core of our operations, and continuously improving and developing to best meet customer needs.
- For shareholders, partners, and stakeholders: Continuous improvement in all aspects to ensure maximum benefits and rights.

ESG-centered Sustainable Development Goals for the period 2026-2030:

Strategic pillar	Target	Implementation plan
ENVIRONMENT	• Increase the proportion of green credit in the total credit portfolio to 5% by 2030. • Reduce greenhouse gas emissions from internal operations by 10% by 2030 (compared to 2025). • Integrate environmental and social risk management criteria into business operations and credit risk management.	• **Promoting green credit** for projects classified as green according to Decision No. 21/2025/QD-TTg of the Prime Minister on regulations on environmental criteria and the confirmation of investment projects classified as green, or for sectors recognized as green by international organizations, including: green buildings, renewable energy, energy efficiency, electric vehicles (EVs)/EV charging stations, aquaculture, environmentally friendly chemicals and plastics, sustainable tourism, smart agriculture, etc. • **Optimizing operational activities:** Applying technology and digital transformation to reduce paper transactions, aiming to reduce paper consumption in transactions by 30% by 2028. Saving energy and using resources efficiently: Implementing measures to save electricity/ water, minimize and manage waste, and use resources efficiently in the bank's daily operations. • **Environmental risk management:** Apply the Environmental and Social Risk Evaluation Handbook for economic sectors in credit granting activities, following the guidance of the SBV and/or environmental and social risk management standards of international partners. • **Responsible credit policy:** No funding will be provided to high-risk projects or industries/sectors with the potential to harm the environment and society, as listed in SeABank's exclusion list. Environmental and social risks related to credit and investment transactions will be assessed to achieve the best long-term sustainable results and minimize potential adverse environmental and social impacts. • **Sustainable supply chain:** Prioritize collaboration with partners and suppliers who practice green and sustainable practices; promote the efficient use of materials and resources in our customers' operations and supply chains.
SOCIAL	• Provide financial support to 100,000 clients, including local women, women-owned businesses, and small/ micro enterprises, by 2030. • Achieve a 40% female leadership rate by 2030.	**For target customer groups:** • Promote preferential loan policies for members of the Women's Union in localities, creating conditions for women in localities to build sustainable family economies. • Implement programs that provide loan support along with management skills and business knowledge to women-owned businesses. • Implement loan programs in the fields of education, healthcare, social housing, etc., in accordance with the Social Finance Framework and based on the advice/standards of international partners.
SOCIAL *(continued)*		• Implement social welfare and environmental campaigns with practical significance, contributing to solving problems in education, health, and poverty reduction in the 2025-2030 period. **For employees:** • Training employees with a focus on diversity, equity, and inclusion. Developing appropriate career paths and competency development to maximize employee potential. • Ensuring a safe and equitable work environment, promoting women's empowerment, and encouraging female employees to demonstrate their capabilities in key positions.
GOVERNANCE	• Publish annual ESG reports in accordance with international standards that are relevant to the bank's specific circumstances at each period (IFRS, GRI, etc.). • 100% compliance with anti-corruption policies and financial transparency.	**Strengthening ESG oversight and standardizing the system:** • (i) Establishing an ESG Committee under the BOD to oversee the ESG strategy from 2026; (ii) Building an ESG data system to track and report environmental, social, and governance indicators; (iii) Enhancing training on ESG risk evaluation, ensuring all loans/investments are assessed according to sustainability criteria; (iv) Implementing ethical business practices, including anti-corruption policies and customer protection. **Transparent governance:** • (i) Implementing good corporate governance standards and practices according to the Vietnamese Corporate Governance Code (VNCG) – VNCG50 and aiming towards international good corporate governance standards and practices such as the Corporate Governance Code of the Organization for Economic Cooperation and Development (OECD) - OECD/G20, and recommendations from international financial institutions such as IFC, DFC...; (ii) Disclosing complete and timely information as required by law and competent state management agencies, aiming for full bilingual English-Vietnamese information disclosure; (iii) avoiding conflicts of interest; (iv) combating corruption and preventing money laundering. **Synchronized, unified, and effective internal control:** • Standardization according to international internal control standards COSO, focusing on: (i) Building a consistent, synchronized, effective, and streamlined system of regulations and procedures that comply with legal regulations; (ii) Building a comprehensive risk management framework, including credit risk, operational risk, environmental risk, etc.; (iii) A three-line defense system; (iv) Building a culture of compliance and ethics.

Value chain and growth drivers for SeABank's strategy to 2030

Value chain

Value chain model

SeABank's growth momentum and value chain are built on a "Wholesale Retail" model, strongly reinforced by the new generation of FDI shifts and the "embedded banking" strategy. Accordingly:

THE "WHOLESALE RETAIL" MODEL

SeABank approaches wholesale customers as a strategic "gateway" to fully exploit the ecosystem instead of just providing individual services. Through these large, leading businesses, SeABank expands its services to the entire related chain, including suppliers, distributors, and employees of these businesses, thereby creating multiple parallel retail revenue streams.

THE "EMBEDDED BANKING" STRATEGY

Involves deeply integrating banking and financial services into an enterprise resource planning (ERP) system through a host-to-host connection.

The synergy between its large-scale business ecosystem and core technology platform enables SeABank to close the value chain, maximizing profit margins from international payment and foreign exchange trading activities – non-credit segments with higher and more sustainable profit margins compared to pure credit.

Value chain management and development

Segment	Approach strategy	Implementation in 2025
LARGE CORPORATE BANKING	• Attracting leading businesses with capital ranging from US$50-200 million (Samsung, LG, Foxconn, Hino, etc.). • Leveraging the ecosystem/strategic partners (Sumitomo, Vietnam Airlines, Central Group, BigC...). • Large, long-standing customers in the energy sector (EVN, Petrolimex).	• Expand access to at least 20-30 suppliers/ distributors/contractors within the ecosystem of upstream businesses through supply chain financing solutions. • Expand the corporate client base to include contractors of large corporations, providing payroll/account services to individual clients who are employees.
CORPORATE BANKING	• Expanding access to strategic customer base (FDI customers, import/export customers) • Developing a partner ecosystem (BRG Retail, Vinfast, Carlsberg, Thien Long, Coca-Cola, DHL, etc.)	• Launching flagship products serving corporate clients such as: Construction and installation, Logistics, Corporate credit... • Develop new products focused on increasing fees, such as: outright purchase of documents without recourse, and comprehensive import financing. • Digitalization of products, including: opening online accounts using AI applications, online disbursement, issuing L/C and online guarantees... Applying new technologies (AI, OCR, chatbots, etc.) to optimize operations and automate tasks such as preparing reports and answering business inquiries...
RETAIL BANKING	• Strongly digitize products and processes delivered to customers. • Exploiting and developing new strategic customer segments, partner channels, e-commerce platforms, reputable investors/real estate agents, administrative and public service units, and expanding further into SeABank's corporate/individual customer ecosystem.	• Continuously upgrading and improving the SeANet/SeAMobile/SeAMobile Biz online banking applications helps SeABank attract more customers to transact on their main accounts, transfer funds, increase CASA (Current Account Savings Account), and boost savings. • Digitize key credit products such as: home loans, business loans, consumer loans, unsecured loans, credit cards... to optimize time and best meet customer needs.

Factors that drive growth and facilitate SeABank's long-term strategy

SeABank is implementing its strategy until 2030 with growth drivers and favorable factors such as finance, digital technology, ESG, etc. These factors have significantly contributed to SeABank's value chain and strategic implementation, helping to increase operational efficiency and enhance customer experience.

FINANCE

SeABank possesses abundant capital and the ability to mobilize funds from various sources to invest in promising and highly profitable sectors. This enables the bank to strengthen its lending activities and expand its scope of operations, thereby leading to revenue and profit growth.

DIGITAL TECHNOLOGY

SeABank has invested heavily in digital technology and established a Technology Committee to advise on the bank's digital technology investment and transformation to improve and optimize its operations. The application of new technologies such as artificial intelligence (AI), blockchain, big data, and cloud computing enhances the bank's operational efficiency, fosters innovation, and improves customer service. This contributes to revenue and profit growth.

THREE PILLARS OF ESG SUSTAINABLE DEVELOPMENT

II. BUSINESS PERFORMANCE AND OPERATION RESULTS IN 2025

BUSINESS AND FINANCIAL PERFORMANCE

SeABank's business results in 2025 were recorded with positive growth figures in scale, business indicators, efficiency, and fulfillment of public obligations on a foundation of operational safety strengthened by asset quality and controlled risks.

Unit: Billion VND / %

STT	Target	2025	2024	Performance evaluation
1	**Total assets**	**396,443**	**325,699**	• Up 21.72% YoY • Achieved 111% of the planned target.
2	**Profit before tax**	**6,868**	6,039	• Up 13.73% compared to 2024 • Achieved 106% of the planned target.
3	**Total operating income (TOI)**	**14,114**	12,409	• Up 13.74% YoY
4	**Total mobilization from customer deposits and valuable papers**	**221,791**	198,770	• Up 11.58% YoY
	- Customer deposits	**191,807**	168,320	
	- Issuing valuable papers	**29,984**	30,450	
5	**Outstanding customer loans**	**237,047**	209,355	• Up 13.23% YoY
6	**State budget contribution**	**1,755**	1,419	• Up 23.67% YoY
7	**Return on Assets (ROA)**	**1.53%**	1.63%	
8	**Return on Equity (ROE)**	**14.62%**	14.75%	
9	**Cost to Income Ratio (CIR)**	**33.01%**	33.28%	
10	**Non-performing loan ratio (NPL)**	**2.06%**	1.89%	• Maintained below 3% in compliance with the regulations of the SBV

Profit

SeABank's 2025 profits will be achieved from (i) Focusing on high-margin lending products, (ii) Optimizing capital costs, diversifying funding sources, and focusing on CASA, (iii) Focusing on non-credit products, strong growth in service provision, especially developing diverse financial products and services with strategic partners, (iv) Increasing labor productivity and minimizing management costs, and (v) Income from capital contributions and share purchases.

NPL and CAR

The non-performing loan ratio as of December 31, 2025 is 2.06%, consistently maintained below 3% as stipulated by the SBV throughout 2025. This is thanks to SeABank's proactive implementation of flexible debt resolution measures and effective improvement of credit quality.

The consolidated capital adequacy ratio as of December 31, 2025 is 13.39%. SeABank is one of the first banks in Vietnam to be recognized as meeting the minimum capital adequacy ratio standards according to Basel II. Simultaneously, the bank is implementing Basel III standards, aiming for safe and sustainable business development.

Asset

SeABank's total assets as of December 31, 2025 reached VND 396,443 billion, a growth of 21.72% compared to December 31, 2024. SeABank's asset structure is consistently maintained in line with the bank's management capabilities and maximizing profitability.

Despite the challenging global and domestic market conditions, SeABank's assets have shown good growth, generating significant profits for the bank, and are rationally allocated, always ensuring operational safety.

Equity capital and Charter capital

Shareholder equity as of December 31, 2025 reached VND 40,373 billion, an increase of VND 5,370 billion compared to December 31, 2024. In 2025, SeABank made provisions for funds as per the AGM Resolution and completed the increase in charter capital from VND 28,350 billion to VND 28,450 billion (an increase of VND 100 billion).

The increased equity capital helps SeABank enhance its financial capacity to implement international standards such as Basel III, allowing the bank to increase its resilience in the event of adverse economic fluctuations, thereby creating a foundation for SeABank to invest in infrastructure, modern information technology systems, and diversify products and services to best meet customer needs.

Customer deposits/issuance of securities

Total mobilization from customer deposits and issuance of securities as of December 31, 2025 reached VND 221,791 billion, an increase of 11.58% compared to December 31, 2024, of which customer deposits amounted to over VND 191,807 billion and securities issuance reached VND 29,984 billion.

The capital raised throughout the year has consistently been maintained at an appropriate level, ensuring sufficient funds for lending, maintaining the bank's liquidity, and continuously improving the capital structure towards sustainable mobilization while minimizing the bank's cost of capital.

Outstanding customer credit balances

SeABank's credit growth target for 2025, as set by the SBV, is 16.69%, with outstanding customer loans reaching VND 237,047 billion, thanks to a focus on developing strong products and diversifying lending activities across various sectors and industries.

There is a clear shift in trends from high-risk economic sectors to those operating in agriculture and forestry, lending for the development of traditional crafts, high-tech businesses, import-export businesses, and SMEs. At the same time, SeABank continues to prioritize resources for lending to women-owned businesses, fostering partnerships with green and environmentally friendly projects, focusing on energy efficiency and minimizing energy loss.

Credit quality is increasingly improving thanks to the standardization of internal control systems, strengthening of control points, and centralization of many operations from customer evaluation, approval, disbursement to customer repayment.

FINANCIAL RESULTS

SeABank's flexible business solutions in the domestic market have provided a competitive advantage in accessing a vast network of strategic customers and partners, thereby achieving stable growth and creating significant practical value. SeABank continues to distribute this value to stakeholders to connect, spread these values, and contribute to a prosperous community.

Asset & capital scale

No.	Target	Unit	2025	2024	Evaluating the criteria
1	**Total assets**	Billion VND	396,443	325,699	Up 21.72% YoY
2	**Equity**	Billion VND	40,373	35,003	Up 15.34% YoY
3	**Charter capital**	Billion VND	28,450	28,350	Up VND 100 billion YoY
4	**CAR**	%	13.39	12.84	Meets Basel II standards

Key business indicators

No.	Target	Unit	2025	2024	Evaluating the criteria
1	**Profit before tax**	Billion VND	6,868	6,039	• Up 13.73% YoY • Achieved 106% of the planned target
2	**Total opereting income (TOI)**	Billion VND	14,114	12,409	• Up 13.74% YoY • Achieved 112% of the planned target
3	**Non-interest income (NoII)**	Billion VND	4,410	2,443	
	NoII/TOI	%	*31.25*	*19.68*	
4	**ROA**	%	1.53	1.63	
5	**ROE**	%	14.62	14.75	
6	**Non-performing loan ratio**	%	2.06	1.89	Maintained below 3% in compliance with the regulations of the SBV

ORGANIZATIONAL STRUCTURE AND HUMAN RESOURCES

Organizational structure and Human resources

- **Report on total number of employees:** The average total number of employees in 2025 is 5,396. The total number of employees as of December 31, 2025 is 5,427.
- **Personnel changes:** The number of employees decreased by 2.3% compared to 2024.
- **Average income:** VND 31.6 million/person/month, up 4.9% compared to the average income in 2024.

- **Executive Management Board:**

The EMB of SeABank is structured in accordance with corporate governance practices in Vietnam, while also aligning with the recommendations of the ACGS and OECD, making a significant contribution to the implementation of the Bank's sustainable development strategy and enhancing its long-term competitiveness.

» ***Stability and continuity in management***

The members possess extensive experience in the finance and banking sector, with many having held key management positions at SeABank for a long time. In particular, the CEO has 40 years of experience in business and finance, with over 20 years of experience in SeABank's management, contributing to the stability, consistency, and continuity of governance. This is a significant strength, aligning with OECD recommendations on continuity and succession in management structures.

» ***Diverse in age, combining experience and successor capabilities***

The age structure shows a reasonable balance between experienced members (50-60 years old) and the next generation of leaders (40-50 years old). This combination is consistent with ASEAN's best practices in leadership human resource development, ensuring both depth of experience and a foundation for long-term sustainability and succession.

» ***Diverse expertise, covering key areas***

The members possess diverse professional backgrounds, including finance and banking, risk management, information technology, law, accounting, auditing, capital sources, and financial markets. This structure enhances a multi-faceted approach to decision-making, meeting the requirements of overall risk management and effectively operating a modern bank. This aligns with OECD and ACGS principles regarding the competence and suitability of senior management teams.

» ***The presence of women***

Currently, the EMB has 2 out of 10 female members, including members holding important roles related to accounting, internal auditing, legal affairs, and governance. Although not yet achieving a balanced male-female ratio, this presence demonstrates certain progress in promoting gender diversity within the executive body, in line with the general trend of sustainable governance and OECD recommendations on leadership diversification.

Accordingly, the EMB of SeABank currently has 10 members, including 2 female members, comprising members with many years of experience, high expertise and good capabilities, and diverse in age, with 3 members aged 50-60 and 7 members aged 40-under 50. List of the EMB as of December 31, 2025:

STT	Board of Management Member	Position	Gender	Date of birth	Professional qualifications	Appointment date	Shareholding percentage in SeABank
1	**Le Quoc Long**	**CEO**	Male	13/05/1965	Bachelor of Finance and Accounting (Hanoi University of Finance and Accounting); Bachelor of Economic Law 40 years of experience in business and finance. This includes over 30 years in the banking industry and 20 years in management roles at SeABank. Mr. Long was appointed General Director of SeABank according to Decision 808/2023/QD-HĐQT dated November 24, 2023.	24/11/2023	0.174%
2	**Vu Dinh Khoan**	**Deputy General Director**	Male	01/10/1969	Bachelor of Economics (University of Economics). 30 years of experience in the banking sector, including 12 years leading SeABank in positions such as Director of Control Division, Support & Development Division, and Deputy General Director.	12/07/2012	0.062%
3	**Nguyen Thi Thu Huong**	**Deputy General Director**	Female	29/06/1975	Bachelor of Economics (University of Economics). 30 years of experience in Finance and Banking, including 18 years holding key positions at SeABank such as Chief Accountant, Head of Internal Audit Department, Director of Accounting Division, and Deputy General Director.	01/06/2016	0.023%
4	**Hoang Manh Phu**	**Deputy General Director**	Male	18/02/1970	Bachelor of Economics (Banking Academy). 30 years of management experience in the banking sector, including over 20 years at SeABank in various key positions: Director of the Northern Region, Director of Credit & Risk Management Division, Deputy General Director.	20/06/2018	0.053%
5	**Nguyen Tuan Cuong**	**Deputy General Director**	Male	03/04/1965	Information Technology Engineer (Vienna University of Technology, Austria). Contributed to SeABank's strong technological development for 20 years, holding key positions in the IT Division. Prior to that, Mr. Cuong worked extensively in Austria in professional roles such as Programmer and Network Administrator.	28/12/2013	0.013%
6	**Dang Thu Trang**	**Deputy General Director**	Female	29/09/1981	Bachelor of Economic Law (Hanoi Law University). 21 years of experience in the banking sector, including 17 years of holding key management positions in the BOD Office and the BOM Office of SeABank, specializing in advising and managing matters related to Law, Human Resources, etc.	20/01/2020	0.009%
7	**Nguyen Hong Quang**	**Deputy General Director**	Male	30/12/1985	Master of Finance and Banking (University of Wales, United Kingdom). 17 years of experience in the banking sector, including nearly 10 years dedicated to SeABank's Capital Markets and Financial Markets Division in key management positions: Director of Foreign Exchange Trading, Director of Foreign Exchange and Gold Trading, Deputy Director and Director of the Division, etc.	23/02/2024	0.015%
8	**Nguyen Tuan Anh**	**Deputy General Director**	Male	14/04/1980	Master of Business Administration (University of Hawaii, USA). With 21 years of experience in Finance and Banking, specializing in auditing, financial planning & strategy, Mr. Tuan Anh joined SeABank in 2019 as Director of Risk Management and Financial Strategy and has made outstanding contributions to the bank's development.	24/02/2024	0.010%
9	**Le Thanh Hai**	**Deputy General Director**	Male	11/07/1977	Master of Business Administration (Northwestern University, USA). 21 years of experience working and managing in the finance and banking sector. Mr. Hai joined SeABank in 2007 and has held the position of Director of the Retail Banking Division since 2018. Mr. Hai is recognized for significant contributions to the development of retail banking.	11/01/2025	0.026%

STT	Board of Management Member	Position	Gender	Date of birth	Professional qualifications	Appointment date	Shareholding percentage in SeABank
10	**Bui Quoc Hieu**	**Deputy General Director**	Male	03/09/1974	Bachelor of Accounting (Hanoi University of Finance and Accounting); Bachelor of English (Hanoi University of Foreign Languages). With over 25 years of experience in the finance and banking sector, Mr. Hieu has held many important positions at SeABank such as Chief Accountant, Regional Director, Director of the Credit Approval Division, etc., and has made outstanding contributions to improving appraisal quality, optimizing credit processes, and minimizing credit risk.	11/01/2025	0.005%

Changes to the EMB in 2025

In 2025, the BOD appointed two Deputy General Directors, bringing the total number of members of the BOD to 10 and adding two key areas of operation to the EMB: retail and credit approval. Specifically:

- Mr. Bui Quoc Hieu – Director of the Credit Approval Division – has been appointed as Deputy General Director of SeABank effective January 11, 2025, in recognition of his outstanding contributions to improving appraisal quality, optimizing credit processes, and minimizing risks in the bank's credit operations.
- Mr. Le Thanh Hai, Director of the Retail Banking Division, has been appointed as Deputy General Director effective January 11, 2025 and ceased to hold the Deputy General Director position to assume a new role from January 25, 2026.

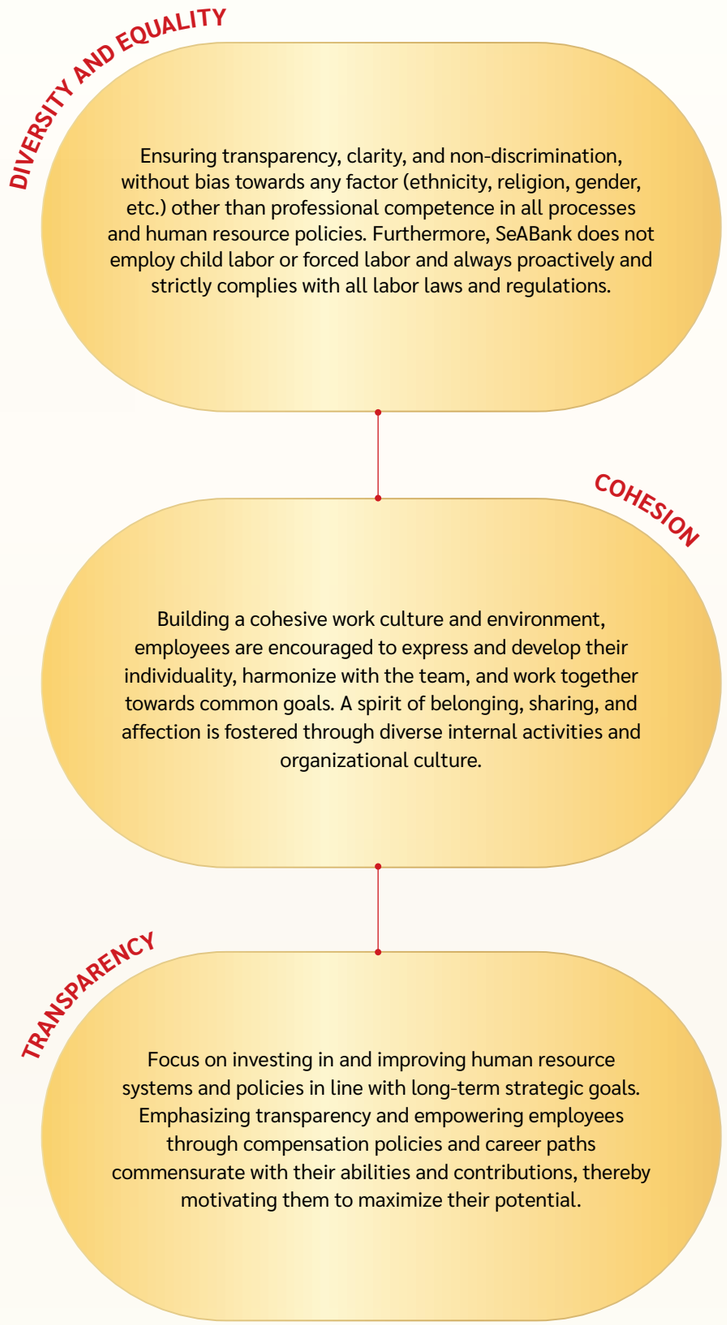
Chief Accountant

Full name	Sex	Date of birth	Professional qualifications	Appointment date	Shareholding percentage in SeABank
Nguyen Thi Hoai Phuong	**Female**	**05/10/1977**	Bachelor of Economics, Academy of Finance. 25 years of experience in the finance and banking industry, specializing in accounting, auditing, and internal control. This includes 17 years dedicated to SeABank in various key positions such as: Director of the Accounting Center, Director of Reporting and General Accounting, and Chief Accountant.	14/07/2017	0.005%

Changes in human resource policy

Strategic HR goals for 2025

Adhering to the vision of "putting people and the community first" within its new strategic framework, SeABank sets long-term goals for human resource development and enhancing employee value. Accordingly, in 2025, SeABank actively strengthened and built a diverse, equitable, transparent, and cohesive work environment, adhering to core values and sustainable goals to create a solid foundation for growth.



Changes to HR policies in 2025

With the spirit of "Believe!" in 2025, SeABank has implemented many changes aimed at improving and increasing benefits for employees to boost morale and create motivation for breakthroughs. These changes are geared towards the common goal of a diverse, equitable, transparent, and cohesive work environment, as follows:

- **Structural specialization:** Strengthening structural specialization, restructuring the organization vertically with a focus on depth, streamlining, and optimizing resource utilization to best serve the new business strategy.
- **Improving the salary and bonus system:**
  - » Continue to refine and improve the performance management system based on KPIs for Head Office and Business Units;
  - » Update and improve the effectiveness of the Total Rewards system, focusing on policies that effectively motivate performance in line with business goals and strategies, such as: supplementary sales compensation policies, incentive programs, and business competition programs.
- **Enhancing workforce capacity:** Focusing on planning and developing a successor workforce through a series of competency evaluation programs, regular planning, and appointments. The workforce receives in-depth training in expertise and skills, ready to meet the Bank's sustainable goals.
- **Improving the welfare system:** developing new policies and increasing the benefits of existing welfare policies, focusing on the following factors:
  - » Health protection: building a green, clean, beautiful, and professional working environment; comprehensive PVICare health insurance policy with enhanced benefits; regular health check-up program with in-depth examination items...;
  - » Attractive benefits: seniority-based reward program (SeAProud); preferential loan program for employees (SeAStaff Privilege)...;
  - » A healthy workplace culture, strong bonds among employees, between employees and SeABank, and programs that foster engagement with employees' families;
  - » Policies to attract and retain talent, employee stock option policy (SeAESOP)...

Believe

Mechanism for consultation and reporting concerns (whisleblowing, speak-up)

Internal complaints/reports are handled in accordance with Regulation No. 12714/2022/QD-TGĐ dated August 9, 2022, on reporting and handling internal violations at Southeast Asia Commercial Joint Stock Bank. Accordingly:

Regulation No. 12714/2022/QD-TGĐ

Employees can report/complain through the Compliance Hotline, including the phone number/email of the Director of the Risk Management, Legal & Compliance Division or their assigned/authorized person for each period, or send it to the email address: baocaosaipham@seabank.com.vn. In cases where employees report/complain through other channels of the operational departments/divisions/centers at the Head Office, the receiving units are responsible for forwarding the full information to the Compliance Hotline or to the Director of the Risk Management, Legal & Compliance Division (or their assigned/authorized person for each period) for receipt, consideration, and processing according to regulations.

The units receiving complaints/reports are responsible for investigating and verifying the relevant information, and reporting to the competent authority for objective, accurate, timely, and effective handling.

Compliance - RM, L&C Division

BRG Tower, 198 Tran Quang Khai street, Hoan Kiem ward, Hanoi

Tel: +84 24 3944 8688 (ext: 8409)

Email: baocaosaipham@seabank.com.vn

INVESTMENT SITUATION AND PROJECT IMPLEMENTATION

Project name	Details	Implementation status
A. Ongoing projects		
Mobile Banking/ SeANet project for corporate banking	**Objective:** To develop e-banking products for corporate customers (including SMEs) with a focus on modernization, incorporating new technologies, and flexibly tailoring products and features to the needs of each customer segment. This will enhance customer experience and expand the capacity to serve their production and business activities. **Implementation in 2025:** • Successfully implementing many convenient features such as: online international money transfer; foreign currency exchange and export document inquiry; registration of Golden Lotus Account for Corporate/Individual Customers as regulated by the Bank and Vietnam Airlines... • Upgrading features on the e-banking for corporate customers: fast Napas money transfer, automatic order splitting for large-value transactions; and updating new administrative boundaries to ensure data synchronization and compatibility with the current business model. • Supplementing and improving advanced account and cash flow management utilities for e-banking services for retail banking customers: providing detailed batch subsidiary ledger reports, debit/credit statements with the bank's digital signature, managing daily transfer limits, querying loan information with repayment schedules and payment history. Compliance control functions according to the SBV's regulations are implemented synchronously, such as blocking inappropriate transactions for retail banking customers. • Developing the Cashback Biz Ultra Cash debit card with many benefits for corporate customers, offering flexible cashback based on the average monthly CASA balance of the payment account.	• **Implementation timeline:** January 2025 • **Total investment in 2025:** VND 8 billion
The Nextgen (SeAMobile) project for retail banking	**Objective:** To continuously apply technology to create new products/functions, refine systems to increase convenience, and enhance customer experience. **Deployment in 2025:** Continuous improvement, upgrading, and development of new features focused on enhancing user experience, strengthening security, and ensuring regulatory compliance. • Upgrading the notification feature for incurred charges through payment accounts. • Adding a Soft OTP verification step when opening/depositing money into online savings accounts. • Standardizing the process of collecting fees and managing overdraft limits, including: collecting fees before opening the limit, updating contract addendums when adjusting or liquidating the limit in accordance with the regulations of the SBV. • Completing integration with the National Database Management systems to verify customers via VNeID, enabling online opening of payment accounts, e-bankinging, and biometric data collection. • Adding an optional feature for online card transaction authentication according to the EMV 3DS standard, allowing customers to flexibly choose the authentication method or authorize the Bank to assess the risk.	• **Implementation timeline:** January 2025 • **Total investment in 2025:** VND 10 billion
The System for Upgrading Anti-Money Laundering (SeAAML) Project	**Purpose:** • To add features that effectively support anti-money laundering efforts and ensure legal compliance. **Implementation in 2025:** • Upgrade and improve the end-of-day screening function of the AML system, applying a multi-criteria screening matrix combining identifying factors including: name, gender, year of birth, nationality, and identification number, equivalent to the level of control at the time of customer identification. This significantly reduces the number of false alarms, improves the accuracy of the alert system, and optimizes the efficiency of review and processing by operational units. • Develop and fully implement a system for reporting and assessing money laundering risks, complying with Article 3 of Circular No. 09/2023/TT-NHNN on criteria and methods for assessing risks for reporting entities. The risk evaluation tool is designed according to a clear criteria matrix, capable of quantifying and classifying risks, in line with EY's recommendations, enhancing the professionalism, transparency, and effectiveness of money laundering risk management.	• **Implementation timeline:** June 2025 • **Total investment in 2025:** VND 2.6 billion
Customer Relationship Management (CRM) solutions for corporate	**Objective:** • To build a centralized, synchronized, and large-scale sales management platform that effectively supports customer development and business operations management. **Deployment in 2025:** • Automate new sales data allocation processes, supporting management and sales teams in tracking the entire business opportunity lifecycle through: • Features include task reminders, alerts, and periodic reports via email, as well as real-time reporting to support timely monitoring and decision-making. • The ability to handle large amounts of data allows for the simultaneous management of multiple sales campaigns without data overlap. All information (about customers, sales opportunities, processing status, implementation results) is stored, traceable, and centrally accessed on the system.	• **Implementation timeline:** March 2025 • **Total investment in 2025:** VND 1.94 billion

INVESTMENT SITUATION AND PROJECT IMPLEMENTATION *(continued)*

Project name	Details	Implementation status
A. Ongoing projects		
Customer Relationship Management (CRM) solutions for corporate *- continued -*	• Standardize and digitize the entire sales process, supporting management, execution, and evaluation of individual/team performance, thereby improving management efficiency and increasing productivity. • A thorough analysis of key metrics such as conversion rates, processing progress, and sales results helps identify areas for improvement in capabilities, facilitating training, coaching, and service quality enhancement.	
Identity and Access Management (IAM) Project	**Objective:** • The Identity and Access Management (IAM) project aims to build a centralized, automated, and tightly controlled management mechanism for the entire user account lifecycle within the system. This will enhance information security, mitigate the risk of unauthorized access, and improve work efficiency. **Implementation in 2025:** • Features include automatic creation, modification, revocation, and real-time access control, closely monitoring changes in personnel, organizational structure, job positions, and task assignments. • Seamless integration with core systems, business applications, and security platforms ensures that access rights are always up-to-date, accurate, and consistent. • Create a flexible platform that accommodates organizational changes, operational scaling, and the deployment of new models, meeting enhanced requirements for governance, security, and compliance.	• **Implementation timeline:** March 2025 • **Total investment in 2025:** VND 1.94 billion
Data Warehouse Technology Transformation Project	**Purpose:** • The Data Warehouse transformation project is being implemented as part of a modernization roadmap to strengthen a crucial foundation, enabling SeABank to maximize the value of data to support sustainable growth in the next phase. **Implementation in 2025:** Transition from a batch data processing model (T-1 latency) to a Realtime Data Warehouse (T0). The new system is built on big data processing and streaming technology, enabling the collection, processing, and aggregation of data in real time as it arises from source systems. Through this: • Enhance operational monitoring capabilities and early risk detection. • Increase speed and accuracy in operational decision-making, risk management, business operations, and customer service. • Improve the quality, timeliness, and multi-dimensional analytical capabilities of Governance Reports, meeting the requirements for in-depth, multi-dimensional analysis. • Standardizing and synchronizing data in real time ensures accuracy, completeness, and consistency to support compliance reports as required by the SBV and related units.	• **Implementation timeline:** March 2025 • **Total investment in 2025:** VND 1.94 billion

Project name	Details	Implementation status
B. Projects completed in 2025		
Remittance system	**Results of implementation in 2025:** • The online remittance service via MoneyGram has been successfully implemented on SeABank's modern technology platform, combined with MoneyGram's international transaction security and control standards. **Project effectiveness:** • Enhanced proactiveness and convenience in cash flow management, ensuring safety, transparency, and compliance throughout the transaction processing process. • Alloww real-time tracking of transaction status directly on the app, helping to monitor the progress of receiving funds, minimize risks, and ensure that funds are transferred quickly and accurately. • Allows customers to receive money 24/7, anytime, anywhere, regardless of the transaction counter's operating hours. • Enhanced customer experience, expanded access to remittance channels, and increased the efficiency of exploiting foreign currency resources for the Bank.	• **Total investment:** VND 2 billion • **Completion time:** June 2025
New SeABank website	**Results of implementation in 2025:** • SeABank's new website is designed with a modern, intuitive, and user-friendly UI/UX, in a streamlined and personalized style. • Upgraded and added many smart features, including: intelligent search, personalized product suggestions, versatile financial calculators (loan interest rates, deposit rates, real-time exchange rates), specialized service advice, and real-time stock information updates... **Project effectiveness:** • Enhanced user experience, making it easier for customers to access and utilize information. • Optimized the user experience and enhanced interaction efficiency through a personalized interface. • Customers can proactively access financial solutions easily, saving time and improving the efficiency of service usage in the digital environment.	• **Total investment:** VND 977.3 million • **Completion and go live date:** March 24, 2025
New LOS project	**Objective:** • To complete the construction and commissioning of the New LOS system based on new technology, replacing the old system, and ensuring stable, safe, and efficient operation. **Results of implementation in 2025:** • Modern design allows the standardization and optimization of the entire process of credit document and file flow, from receipt, evaluation, approval to disbursement.	

INVESTMENT SITUATION AND PROJECT IMPLEMENTATION *(continued)*

Project name	Details	Implementation status
B. Projects completed in 2025		
New LOS project *-continued -*	• Processing flows are highly automated, significantly reducing manual operations. • Supports seamless connection and integration with the Bank's core systems such as T24 Core Banking and e-Banking systems, ensuring data continuity, consistency, and easy traceability. • Allows tracking of application processing status in real time. **Project effectiveness:** • Enhanced transparency and operational control, and reduce errors • Reduced processing time and improved customer experience. • Improved internal operational processes, increasing labor productivity and reducing operating costs, creating a flexible foundation for expanding credit products and meeting SeABank's development requirements in the next phase.	• **Implementation time:** January 2024 • **Completion time:** June 2025 • **Total investment:** VND 3 billion
Upgrading and modernizing IT infrastructure	**Objective:** • To invest in upgrading information technology (IT) infrastructure with the latest, most advanced, and high-performance technology, ensuring that the IT infrastructure meets the increasing demands of business development and operations. **Results of implementation in 2025:** • Purchased an IBM Power E1050 server system to meet the requirements for processing core systems, large databases, and critical business applications with high stability and scalability. • Upgraded the IBM DataPower system to enhance integration capabilities, security, and communication control between systems, especially in digital services and API environments. • Upgraded the storage system to expand capacity, improve data access performance, and ensure information security. **Project effectiveness:** • Enhances the availability, reliability, and load capacity of IT systems, minimizing service disruption risks. Creates a solid foundation for deploying new technologies, supporting digital transformation and sustainable growth.	• **Total investment:** VND 76 billion • **Completion time:** July 2025
SeAPayPro Project	**Objective:** • To promote digital payment services to best serve customers, enhance convenience, improve customer experience, and encourage cashless payments. **Implementation results for 2025:** • Full automation of the batch accounting process. **Project effectiveness:** • Significantly reduces manual data entry, minimizes errors during processing, shortens transaction times, and ensures continuous, accurate, and secure payment operations.	• **Total investment:** VND 2.85 billion • **Completion time:** 2025

Project name	Details	Implementation status
Money Out Project	**Objective:** • To modernize the payment system and meet increasingly stringent security requirements. **Implementation results for 2025:** • Completion of construction and commissioning of a modern payment system that fully meets the requirements for safety, security, and compliance with IBPS 2.5 standards for interbank payment operations. **Key features:** • Advanced technological architecture, ensuring compliance with the latest technical standards, meeting the requirements for stable, continuous, and secure operation in payment processing. • Support the conversion and processing of specific transactions related to the State Budget in accordance with the data standards and procedures of IBPS 2.5, ensuring accuracy, transparency, and compliance with regulations. • Handles large transaction volumes quickly and flexibly, supporting both batch and individual transaction processing, effectively meeting the demands of peak trading periods. • Provides intuitive reporting and reconciliation functions, aggregates data from various sources, with the ability to quickly query data, effectively supporting control, supervision, settlement, and operational management as required by the SBV and regulatory agencies.	• **Total investment:** VND 1.03 billion • **Completion and go live date:** March 24, 2025
Next - Generation WAN Project (Phase 1)	**Purpose:** To upgrade in order to meet the Bank's business needs in the digital age. **Implementation results for 2025:** Successful implementation of the next-generation WAN network architecture project with a focus on modernizing connectivity infrastructure. **Key features:** • Providing stable and secure connectivity for users at multiple locations/transaction points, ensuring seamless access to resources and storage systems at the Bank's data centers. • Integrating advanced security solutions, supporting user authentication, and controlling access to business applications at each transaction point. • This allows SeABank to automatically select and optimize the transmission route, ensuring the use of the best quality connection channel, while effectively utilizing the domestic Internet infrastructure to improve connection speed and stability. • Supports bandwidth control and user experience, helping to maintain consistent service quality across the network. • Synchronized security mechanisms were implemented to prevent data leaks and limit the spread of malware, thereby enhancing the security, availability, and reliability of the network infrastructure.	• **Implementation timeline:** December 2024 • **Completion time:** May 2025 • **Total investment:** VND 9 billion

SHAREHOLDER STRUCTURE, CHANGES IN OWNER'S EQUITY

Shares

Total number of shares outstanding

2,845,000,000 shares

Number of common shares

2,845,000,000 shares

Number of freely transferable shares: 2,057,015,454 shares

Number of preferred shares: 0 shares

Number of shares subject to transfer restrictions: 787,984,546 shares

Number of treasury shares: 0 shares

Shareholder Structure

No.	Type of shareholder	Number of shareholders	Number of shares owned (*)	Shareholding ratio
I.	**Organization/Individual**			
1	**Organization**	**91**	**1,834,200,087**	**64.47%**
	Domestic	*74*	*1,829,482,996*	*64.31%*
	Foreign	*17*	*4,717,091*	*0.17%*
2	**Individual**	**10,718**	**1,010,799,913**	**35.53%**
	Domestic	*10,667*	*1,009,430,685*	*35.48%*
	Foreign	*51*	*1,369,228*	*0.05%*
	Total	**10,809**	**2,845,000,000**	**100%**
II.	**State shareholders**			
	State shareholders	*0*	*0*	*0.00%*
	Other shareholders	*10,809*	*2,845,000,000*	*100%*
	Total	**10,809**	**2,845,000,000**	**100%**
III.	**Major shareholder**			
	Major shareholder	*0*	*0*	*0.00%*
	Shareholders holding less than 5% of the voting shares	*10,809*	*2,845,000,000*	*100%*
	Total	**10,809**	**2,845,000,000**	**100%**

(*) According to the Shareholder List as of December 31, 2025, issued by the Vietnam Securities Depository and Clearing Corporation (VSDC).

Changes in owner's equity capital:

Charter capital as of December 31, 2025

In 2025, with the approval of the SBV and the State Securities Commission, SeABank increased its charter capital from VND 28,350 billion to VND 28,450 billion (an increase of VND 100 billion).

No.	Time of capital increase	Charter capital before increase *(million VND)*	Increased amount *(million VND)*	Charter capital after increase *(million VND)*	Forms of capital increase
Charter capital at the time of establishment - March 1994			3,000	3,000	Offering to founding shareholders
1	2001	3,000	47,010	50,010	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
2	2002	50,010	19,990	70,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
3	2003	70,000	15,000	85,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
4	2004 - Phase 1	85,000	35,000	120,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
5	2004 - Phase 2	120,000	30,000	150,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
6	2005 - Phase 1	150,000	50,000	200,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
7	2005 - Phase 2	200,000	50,000	250,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank

No.	Time of capital increase	Charter capital before increase *(million VND)*	Increased amount *(million VND)*	Charter capital after increase *(million VND)*	Forms of capital increase
8	2006 - Phase 1	250,000	100,000	350,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
9	2006 - Phase 2	350,000	150,000	500,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
10	2007 - Phase 1	500,000	500,000	1,000,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
11	2007 - Phase 2	1,000,000	500,000	1,500,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
12	2007 - Phase 3	1,500,000	500,000	2,000,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
13	2007 - Phase 4	2,000,000	550,000	2,550,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
14	2007 - Phase 5	2,550,000	450,000	3,000,000	Offering shares to existing shareholders and organizations/individuals who meet the eligibility requirements to become shareholders of SeABank as stipulated by law and SeABank
15	2008	3,000,000	1,068,545.45	4,068,545.45	Conversion from convertible bonds, issuance to strategic shareholders, and stock dividend distribution
16	2009	4,068,545.45	1,000,000	5,068,545.45	Conversion from convertible bonds
17	2010	5,068,545.45	266,110.55	5,334,656	Dividend distribution in the form of shares
18	2013	5,334,656	131,169.89	5,465,825.89	Dividend distribution in the form of shares
19	2018	5,465,825.89	2,222,174.11	7,688,000	*Detail:*
			Detail:		
			549,534.61		*Paying dividends in shares and issuing shares to increase equity capital from owner's equity*
			230,000.00		*Distributed through an employee selection program (employee bonuses and employee benefits)*
			1,442,639.50		*Offering securities to existing shareholders*
20	2019	7,688,000	1,681,000	9,369,000	*Offering securities to existing shareholders*
21	2020	9,369,000	2,718,422.08	12,087,442.08	*Detail:*
			Detail:		
			1,311,660		*Dividend payment in shares*
			1,406,782.08		*Offering securities to existing shareholders*

No.	Time of capital increase	Charter capital before increase *(million VND)*	Increased amount *(million VND)*	Charter capital after increase *(million VND)*	Forms of capital increase
22	2021	12,087,442.08	2,697,441.61	14,784,883.69	*Detail:*
			Detail:		
			1,102,441.61		*Issuing shares to pay dividends*
			235,000.00		*Issuing stock options to employees under a stock option program*
			1,360,000.00		*Offering securities to the public for existing shareholders*
23	2022	14,784,883.69	5,618,098.99	20,402,982.68	*Detail:*
			Detail:		
			1,813,116.31		*Offering securities to the public for existing shareholders*
			3,210,982.68		*Issuing shares to pay dividends, issuing shares to increase share capital from equity capital*
			594,000		*Issuing stock options to employees under a stock option program*
24	2023	20.402.982,68	4.554.017,32	24.957.000	
			Detail:		
			4,134,017.32		*Issuing shares to pay dividends, issuing shares to increase share capital from equity capital*
			420,000		*Issuing stock options to employees under a stock option program*
25	2024	24,957,000	3,393,000	28,350,000	
			Detail:		
			3,393,000		*Issuing shares to pay dividends, issuing shares to increase share capital from equity capital*
26	2025	28,350,000	*100,000*	28,450,000	
			Detail:		
			100,000		*Issuing stock options to employees under a stock option program*

Treasury stock transactions: None

Other securities: None

Foreign ownership ratio: 0.214%

ISSUANCE OF OTHER TYPES OF SECURITIES

In 2025, SeABank issued private placement bonds to the international market for the International Finance Corporation ("IFC") and Asian Infrastructure Investment Bank ("AIIB") as follows:

No.	Bond code	Release date	Issue volume	Price	Total issuance value
1	SSBL2530001	28/11/2025	150,000 bonds	US$1,000 per bond	US$150 million

**Detailed information has been published on the SeABank website.*

2/ LEADING ACTION

EVALUATION REPORT OF THE EMB

BOD' EVALUATION OF 2025 PERFORMANCE

MARKET POSITION - SEABANK BRAND

Brand positioning and development orientation

Brand development goals

SeABank aims to become the favorite retail bank by customers, partners, and the community by providing a diverse range of financial products and services with the best experience for all customer segments and ensuring sustainable development is aligned with the interests of all stakeholders.

Brand development strategy

With a focus on developing a green and sustainable banking brand, SeABank is one of the pioneering banks in researching and applying ESG standards in its operations to deliver economic and humanistic values, while connecting the community, partners, and customers to bring comprehensive value to society.

SeABank's brand strength stems from its unwavering pursuit of a sustainable development strategy rooted in five core pillars: technology investment, risk management, customer development, human resource development, and organizational culture.

*" **Five core pillars:** technology investment, risk management, customer development, human resource development, and organizational culture."*

Pillar	Brand development strategy	Orientation and action plan
TECHNOLOGY INVESTMENT	**Become a "Lifetime Financial Advisor" for clients, apply technology to optimize internal operations**	**Implementation orientation:** Building an advanced digital platform with dedicated professionalism to help customers simplify financial management and spending, increase benefits; and applying technology to reduce operating costs for internal operations. **Implementation in 2025:** • SeABank is one of the few Vietnamese banks that focuses on investing in the most advanced and modern technology, while actively researching and applying groundbreaking new solutions and technologies to provide the best customer experience through digitalization. In 2025, SeABank will continue to upgrade its core banking management software and implement core technology projects, including the Nextgen project. • Actively applying the most advanced technologies such as data centers, artificial intelligence, blockchain, big data, cloud computing, machine learning, etc., to comprehensive digitalization, providing convenient and seamless experiences for individual and business customers, notably the Visa 2in1 SeASoul card and the SeABiz Ultra Cash international debit card.
RISK MANAGEMENT	**Minimize risks and prioritize the interests of customers and stakeholders**	**Implementation orientation:** • Strengthen risk management in accordance with Vietnamese regulations and international standards, apply modern technology to minimize risks, enhance safety, and ensure the rights of stakeholders. **Implementation in 2025:** • SeABank continues to affirm its position in risk management through standardization and the promotion of international standards: Basel III risk management standards; International Financial Statementsing Standards (IFRS 9); ISO/IEC 27001:2013 standards on information security management; PCI DSS payment card data security standards; operating a rigorous "three lines of defense" model and an internal control system based on the COSO framework to create a buffer against market shocks, ensuring safe, efficient, sustainable and transparent business operations, minimizing deviations and increasing operational efficiency. • SeABank's credit rating at Ba3 has been maintained by Moody's for key portfolios, while its growth outlook has been assessed as Stable. • Technology Risk Management & Digitalization: Focus on preventing security risks, investing in data loss prevention systems, Digital Authentication Frameworks, and upgrading eKYC technology for secure transactions. • Environmental and Social Risk Management system (ESMS): 100% of credit exposures (excluding consumer loans and credit cards, have been screened and assessed for environmental and social risks), rejecting serious risks, and promoting green credit.
CUSTOMER DEVELOPMENT	**Be customer-centric and prioritize enhanced customer experience**	**Implementation strategy:** • Develop customer segments, deploy comprehensive financial solutions through product digitalization, and "tailor" solutions to customer needs. **Implementation in 2025:** • We offer a wide range of digitized and customized products and services, along with professional service quality. Simultaneously, we prioritize enhancing the customer experience through product and service diversification and optimized operational processes on a modern digital technology platform. • Promoting the digitalization of the user experience by optimizing products and services on the SeAMobile/SeAMobile Biz application creates a seamless, convenient experience and increases interaction in the digital environment. • Developing SME and women-owned businesses by focusing on small and medium-sized enterprises (SMEs), especially women-owned businesses, with specific financial and non-financial packages (FDI, construction, trade and services sectors...), while expanding the ecosystem through cooperation with international organizations (such as Proparco, FMO) to increase capital support for SMEs and women-owned businesses, and enhancing international credibility. • Launching unique and innovative financial products, such as the Visa 2in1 SeASoul card, which combines financial benefits and artistic experiences to attract young and middle-class customers. • Improve service quality by maintaining non-performing loans below 2%, ensuring sound risk management while achieving high credit growth to retain and attract customers. • SeABank continues to maintain and expand its value chain, enhancing the unique range of services offered exclusively to customers through its ecosystem of over 30 million partners and customers across various sectors. This is a crucial foundation for SeABank to broaden its brand reach, expand market share, strengthen cross-selling of products and services, and develop new customers.
HUMAN RESOURCE DEVELOPMENT	**Develop human resources to create internal strength**	Recognizing that human resources are a key factor in developing internal strength, SeABank continuously improves the quality of its human resources. **Implementation in 2025:** • Streamline the organizational structure, restructure operations according to a vertical industry model, and simultaneously strengthen the training of technology personnel, prioritizing timely training in modern technological applications for staff to apply in their work, thereby increasing labor productivity. • Prioritize exceptional compensation and benefits policies to enhance employee engagement and effectiveness. • Develop appropriate talent retention policies, training programs, and career advancement paths to create opportunities for skill development.
ORGANIZATIONAL CULTURE	**Become the "Leading Bank in Organizational Culture"**	SeABank focuses on promoting a humanistic organizational culture, putting people and the community first through: • Building an ideal work environment: a healthy, respectful, equal, fair, transparent, and safe work environment where employees can express themselves and break through limitations. • Enhancing solidarity and building a culture of sharing among employees, and between employees and the Bank, through a series of internal activities for employees and their families. • Spreading humanitarian values and sharing love from within the organization to the community through the activities of 4 internal charitable funds and a series of social welfare activities. • Recognizing gender equality and empowering women in the business environment.

SeABank's brand position in the market 2025

DOMESTIC AWARDS

The Business Review

VIETNAM'S 50 BEST PERFORMING COMPANIES 2025

Vietnam Report & VietNamNet Newspaper

PROFIT500 - VIETNAM'S TOP 500 MOST PROFITABLE COMPANIES 2025

- Ranked 33rd out of 500
- Top 50 Most Profitable Businesses in Vietnam in 2025

VnEconomy

TRUST & USE AWARD 2025

- Top 10 Pioneering Products and Services

Vietnam Report

TOP 10 REPUTABLE VIETNAMESE PRIVATE COMMERCIAL BANKS

MIBRAND

Mibrand Vietnam

TOP 30 STRONGEST BANKING BRANDS 2025

VNR500 TOP 500 COMPANY

Vietnam Report

VNR500 - RANKING OF THE TOP 500 LARGEST ENTERPRISES IN VIETNAM

- Ranked 74th out of 500
- Ranked 24th out of 50 - Top 50 Vietnam the best 2025

Vietnam Report & VietNamNet Newspaper

FAST500 - TOP 500 FASTEST GROWING ENTERPRISES

- Ranked 193rd out of 500
- Top 50 Vietnam Best Growth

CafeF

PRIVATE 100 - TOP 50 PRIVATE COMPANIES CONTRIBUTING THE MOST TO THE STATE BUDGET IN VIETNAM IN 2025

Believe

SeABank's brand position in the market in 2025

INTERNATIONAL AWARDS

The Banker magazine

TOP 1000 WORLD BANKS IN 2025

- Ranked 708/1000

Fortune magazine

SOUTHEAST ASIA 500 RANKING - 500 LARGEST COMPANIES IN SOUTHEAST ASIA

- Ranked 277th out of 500

The Silicon Review magazine

GLOBAL BEST COMPANIES TO WATCH 2025

The European magazine

THE EUROPEAN – GLOBAL BANKING & FINANCE AWARDS 2025

- Excellence in Sustainable Corporate Governance Vietnam
- Leading Edge in Risk Management - Bank of the Year
- Best e-Banking & Mobile Banking Champion Vietnam

World Confederation of Business (Worldcob)

THE BIZZ AWARD 2025 - OUTSTANDING BUSINESS

- The Glory Award

SeABank's brand position in the market in 2025

AWARDS FOR SUSTAINABLE DEVELOPMENT IN 2025

International Data Group (IDG)

VIETNAM OUTSTANDING BANK (VOBA 2025)

- Outstanding Bank for Green Credit
- Outstanding Bank for the Community

Minister of Public Security

CERTIFICATE FOR OUTSTANDING ACHIEVEMENTS IN THE 'ALL PEOPLE PROTECTING NATIONAL SECURITY' MOVEMENT 2025

State Bank of Vietnam

CERTIFICATE FOR EMULATION MOVEMENT "JOINS HANDS TO ELIMINATE TEMPORARY AND DILAPIDATED HOUSES"

CafeF

THE 50 LARGEST PRIVATE ENTERPRISES CONTRIBUTING TO THE STATE BUDGET IN VIETNAM

The European Magazine

GLOBAL BANKING AND FINANCE AWARDS 2025

- Excellence in Sustainable Corporate Governance Vietnam
- Leading Edge in Risk Management - Bank of the Year
- Best e-Banking & Mobile Banking Champion Vietnam

Dan Tri Newspaper

VIETNAM ESG AWARDS 2025

- Social (S) - Outstanding Bank in spreading ESG values to the community

Believe

SeABank's brand position in the market in 2025

AWARDS FOR SUSTAINABLE DEVELOPMENT IN 2025
(continued)

Anphabe

BEST PLACE TO WORK IN VIETNAM 2025

Asian Banking & Finance (ABF)

ESG BUSINESS AWARDS 2025

- Category "Gender Equality & Women Empowerment Award (Vietnam)"

VnEcomomy

VIETNAM STRONG BRAND AWARD 2025

- Top 10 Sustainable Development Brands

Vietnam Software & IT Services Association (VINASA)

SAO KHUE AWARDS 2025

- 5-star rating in the "Digital Utilities" category - SeAMobile

HOSE, HNX, Vietnam Investment Review (VIR), and Dragon Capital Management

TOP 10 BEST ANNUAL REPORTS

- Financial Sector

EVALUATION OF THE FINANCIAL SITUATION

Macroeconomic context and banking industry impacting SeABank's operations

In 2025, the Vietnamese economy continues to operate amidst challenging global trade conditions, marked by geopolitical risks, fluctuations in fuel prices and logistics costs, putting pressure on import and export activities and inflation. In international markets, uncertainty regarding trade policies and protectionist trends continue to impact global economic growth and supply chains, affecting Vietnam's exports.

Domestically, the Government and ministries continue to implement solutions to address inherent economic shortcomings, improve production and business efficiency, and respond promptly to unexpected events such as natural disasters and climate change. Vietnam's economic growth remains relatively high compared to many other economies in the region. According to the General Statistics Office, GDP in 2025 is estimated at approximately US$514 billion, an increase from the previous year, equivalent to a positive economic growth rate, with GDP per capita of approximately US$5,026. The size of GDP at current prices is estimated at VND 12,847.6 trillion, reflecting a fairly strong economic expansion.

In the economic structure, services, industry, and construction continue to be the main drivers of growth, with services accounting for the largest contribution to added value. The growth results for the first nine months of 2025 show GDP growth of approximately 7.85%, including an 8.49% increase in services, an 8.69% increase in industry and construction, and a 3.83% increase in agriculture compared to the same period last year.

Regarding consumption and investment, final consumption increased by nearly 7.95%, and asset accumulation increased by 8.68%, reflecting the recovery momentum and continued improvement in domestic purchasing power. Total social investment reached an all-time high with an increase of over 12%, of which foreign investment amounted to approximately US$27.62 billion. The number of newly registered businesses increased sharply, indicating strengthened business confidence.

In terms of trade, the total value of goods exports and imports in 2025 is estimated at approximately US$930.05 billion, an increase of over 18% compared to the previous year; of which exports are expected to reach approximately US$475.04 billion, imports approximately US$455.01 billion, and the trade balance will have a surplus of approximately US$20.03 billion. This trade surplus plays a crucial role in stabilizing the macroeconomic situation and increasing foreign exchange reserves.

Although inflation has fluctuated, it remains under control within the set target: the average consumer price index (CPI) for the first eight months of 2025 increased by approximately 3.24% year-on-year, demonstrating that monetary policy and exchange rate management have been flexibly adjusted to maintain price stability.

Fiscal and monetary policies in 2025 will continue to be proactively managed to support stable economic growth, control inflation, and ensure financial and monetary security. Banking activities will continue to enhance access to credit for businesses and individuals, while flexible exchange rate management will be implemented to minimize the impact of external shocks.

Believe

Evaluation of business results, financial and debt situation

Amidst volatility, SeABank has maintained its belief in the spirit of "Believe!", implementing a flexible and sustainable business strategy in line with the policy directions of the Government and the SBV, ensuring resilience against macroeconomic changes. As a result, the Bank has recorded stable growth, efficient operations, and achieved its financial plans and targets. Specifically:

TOTAL ASSETS
396,443
Billion VND
- Up 21.72% YoY

CHARTER CAPITAL
28,450
Billion VND
- Up VND 100 billion YoY

PROFIT BEFORE TAX
6,868
Billion VND
- Up 13.73% YoY
- Achieved 106% of the planned target

ROA
1.53%

NON-PERFORMING LOAN RATIO
2.06%

OUTSTANDING CUSTOMER LOANS
237,047
Billion VND
- Credit growth target for 2025 is 16.69%

ROE
14.62%

Evaluation of business results, financial and debt situation *(continued)*

Steady profit growth

SeABank's 2025 profits will be achieved from (i) Focusing on high-margin lending products, (ii) Optimizing capital costs, diversifying funding sources, and focusing on CASA, (iii) Focusing on non-credit products, strong growth in service provision, especially developing diverse financial products and services with strategic partners, (iv) Increasing labor productivity and minimizing management costs, and (v) Income from capital contributions and share purchases.

Well-controlled credit quality, ensuring safety indicators

The non-performing loan ratio as of December 31, 2025 is 2.06%, consistently maintained below 3% as stipulated by the SBV throughout 2025. This is thanks to SeABank's proactive implementation of flexible debt resolution measures and effective improvement of credit quality.

The consolidated capital adequacy ratio as of December 31, 2025 is 13.39%. SeABank is one of the first banks in Vietnam to be recognized as meeting the minimum capital adequacy ratio standards according to Basel II. Simultaneously, the bank is implementing Basel III standards, aiming for safe and sustainable business development.

SeABank's total assets as of December 31, 2025 reached VND 396,443 billion, a growth of 21.72% compared to December 31, 2024. SeABank's asset structure is consistently maintained in line with the bank's management capabilities and maximizing profitability.

Despite the challenging global and domestic market conditions, SeABank's assets have shown good growth, generating significant profits for the bank, and are rationally allocated, always ensuring operational safety.

Ensured liquidity, efficient capital use

SeABank's credit growth target for 2025, as set by the SBV, is 16.69%, with outstanding customer loans reaching VND 237,047 billion, thanks to a focus on developing strong products and diversifying lending activities across various sectors and industries.

There is a clear shift in trends from high-risk economic sectors to those operating in agriculture and forestry, lending for the development of traditional crafts, high-tech businesses, import-export businesses, and SMEs. At the same time, SeABank continues to prioritize resources for lending to women-owned businesses, fostering partnerships with green and environmentally friendly projects, focusing on energy efficiency and minimizing energy loss.

Credit quality is increasingly improving thanks to the standardization of internal control systems, strengthening of control points, and centralization of many operations from customer evaluation, approval, disbursement to customer repayment.

Size and structure of liabilities maintained at an appropriate level

Total mobilization from customer deposits and issuance of securities as of December 31, 2025 reached VND 221,791 billion, an increase of 11.58% compared to December 31, 2024, of which customer deposits amounted to over VND 191,807 billion and securities issuance reached VND 29,984 billion.

The capital raised throughout the year has consistently been maintained at an appropriate level, ensuring sufficient funds for lending, maintaining the bank's liquidity, and continuously improving the capital structure towards sustainable mobilization while minimizing the bank's cost of capital.

Equity capacity has been strengthened

Shareholder equity as of December 31, 2025 reached VND 40,373 billion, an increase of VND 5,370 billion compared to December 31, 2024. In 2025, SeABank made provisions for funds as per the AGM Resolution and completed the increase in charter capital from VND 28,350 billion to VND 28,450 billion (an increase of VND 100 billion).

The increased equity capital helps SeABank enhance its financial capacity to implement international standards such as Basel III, allowing the bank to increase its resilience in the event of adverse economic fluctuations, thereby creating a foundation for SeABank to invest in infrastructure, modern information technology systems, and diversify products and services to best meet customer needs.

Explanation of the audit opinion: The independent auditor did not issue an unfavorable, adverse, or disclaimer of opinion on the financial statements.

EVALUATION OF BUSINESS MANAGEMENT AND IMPLEMENTATION

To achieve its business objectives and strengthen its sustainable foundation, SeABank has implemented flexible management, enhanced risk management, proactively restructured its model vertically, and improved the operational efficiency of the entire system. With a spirit of "Believe," SeABank continuously strengthens its internal capabilities, increases its reputation, and builds lasting trust to lay the foundation for stable, long-term growth.

Improving product and service quality, optimizing customer experience by segmenting for Retail banking customers

Overall orientation & strategy for Retail Banking

Orientation, key strategies	Implementation in 2025
Enhance ecosystem utilization and develop partner sales channels	Focus on developing and expanding sales channels through the ecosystem, implementing programs and activities with key partners: • BRG Group: BRG Elite international credit card promotion program at BRGmart, Hapro, and Fujimart supermarkets; Thuy Ta Ice Cream Festival 2025; opening thousands of new payment accounts through Loyalty system connection. • VietnamPost: offering unsecured loan services and new account opening; upgrading COD services to increase transaction volume and fee revenue. • Vietnam Airlines: launching the SeATravel credit card; strengthening communication activities to promote the credit card product through the SeAPremium Golf tournament... • DeHeus, GreenFeed, Jafpa, Cargill: provide services to partner dealers with nearly 300 billion VND in credit limits granted to nearly 500 customers. • Connecting with partners such as Petrolimex, Mobifone, and the National University to develop new customers and QR payment solutions. • Payroll partners: more member units are gradually shifting to using SeABank's services, such as Nguyen Kim, a subsidiary of Central Group Vietnam. Develop a customer base and expand the customer payment management system (SeAPayment) to promote cashless payments.
Diversify customer service channels and product/ service offerings	• SeABank's customer care channel system continues to be diversified and synchronized, including: transaction counters, Facebook, Zalo, email, SeAMobile/SeANet, SMS and website, creating conditions for customers to easily access information and receive timely support at every touchpoint. • Apply data analytics to forecast customer demand, combined with automated customer service tools to enhance the customer experience on online channels. • Strengthen the implementation of the SeALoyalty loyalty program by personalizing experiences, optimizing service time, improving service quality, and enhancing the experience for long-term loyal customers. • Standardize the customer care process according to a closed-loop model: Receiving – Processing and resolving – Responding and following up, ensuring all requests are resolved promptly, transparently, and effectively. • Expand the product and service portfolio according to each customer segment, focusing on financial solutions that meet specific needs such as home loans, car loans, and business loans. Simultaneously, develop personalized card lines suitable for various purposes such as online shopping, travel, business trips, sports, and healthcare.

Orientation, key strategies	Implementation in 2025
Customer segmentation	• In 2025, SeABank aims to target the Mass Affiliate (mid-to-high-end) customer segment by providing financial solutions to its target customer group, namely points of sale (Merchant QR): granting unsecured loans to SeAShop business households, issuing credit cards to business households, etc. • Deploying specialized financial advisory services tailored to specific segments, providing solutions "custom-designed" for each client group such as entrepreneurs, investors, and those needing personal asset management; and simultaneously develop integrated solution packages specifically for business owners, combined with SME services... • Expanding the exclusive ecosystem for SeAPremium customers through partnerships with premium brands such as BRG, Visa, Mastercard, Intercontinental, Hilton... to deliver a superior and distinctive service experience.

Growth in mobilization

Solutions and key activities of 2025

- Proactively monitor market developments, promptly propose and implement flexible interest rate solutions appropriate to each stage. Implement many attractive preferential interest rate policies to increase competitiveness and attract stable and sustainable capital sources.
- Implementing reviews, improvements, and refinements to various product features, regulations, and business processes, contributing to enhanced management efficiency, standardized operations, and optimized resource utilization.
- We will accelerate the implementation of various product digitalization initiatives and develop new features on online channels to align with market trends and customer needs, thereby creating a crucial foundation for expansion and improved operational efficiency in 2026.

Performance results for 2025

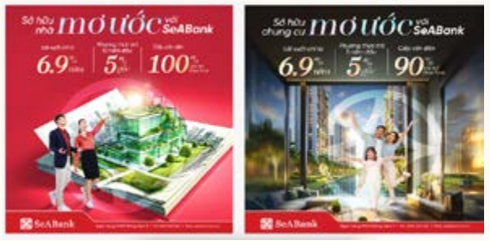
Total mobilized capital increased to VND 20,164 billion, achieving 134% of the annual plan, making a significant contribution to the overall operational efficiency of the entire system.

Credit Growth

In the context of a gradually stabilizing macroeconomic environment and a clear recovery in people's capital needs, SeABank, with its "Believe" spirit, has continuously innovated and transformed itself to provide superior financial solutions and achieve impressive results.

Solutions and key activities of 2025

- Focus on innovation and creativity in the sales process, gradually shifting strongly from a direct-to-online sales model, from traditional retail to a more modern and larger-scale wholesale approach. Simultaneously, core product lines are drastically improved to simplify processes, optimize customer experience, facilitate implementation by business units, and increase attractiveness and accessibility to loan customers.



Believe

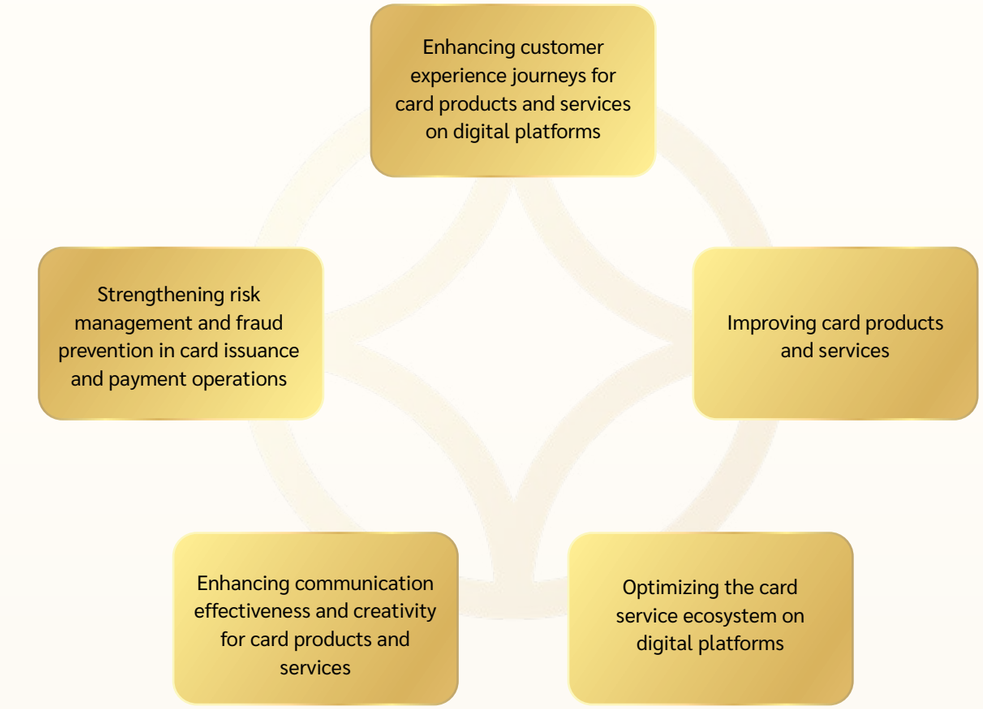
- Continue to implement the Working Capital Loan product for dealer chains in cooperation with leading partners in the animal feed industry (Deheus Group, Greenfeed, Japfa, etc.).
- Deploying digital products and 100% online lending for customers with existing account and deposit transactions at SeABank, with a focus on further expanding online unsecured consumer top-up lending for customers currently borrowing from SeABank.

Results of implementation in 2025

The credit growth rate has increased fivefold compared to 2024.

Card Products

To actualize its medium- and long-term goals, SeABank is focusing on strongly developing payment products, prioritizing the promotion of digital payments by concentrating on five main pillars, including:



Solutions and key key activities of 2025

- Continue implementing the SeABank and VISA Transformation Project to design a comprehensive 5-year strategy and optimize the SeABank card payment portfolio.
- Completed the implementation of several digital card product projects: Virtual Debit Card, Installment project allowing real-time installment payments immediately after the customer makes a transaction; increased proactive card limits on online channels and improved card functionality on e-banking...
- Implementing major projects: launching new card lines such as: Personalized cards, JCB Platinum cards; digitizing the credit card application process for new customers combined with Telco scoring services, digital payments via Click to Pay...
- Streamline operational processes, optimize and plan credit card limit policies, and improve services to enhance customer experience.
- Improving the credit quality of cards: Business units closely monitor the management of raw materials and selectively choose high-quality incoming customers.

Results of implementation in 2025

- Number of new credit cards issued: ~64,000 cards, a 5% increase compared to 2024.
- Card transaction volume: VND 12.115 billion, a 16% increase compared to 2024.

CREDIT CARD TRANSACTION VOLUME

Unit: VND billion

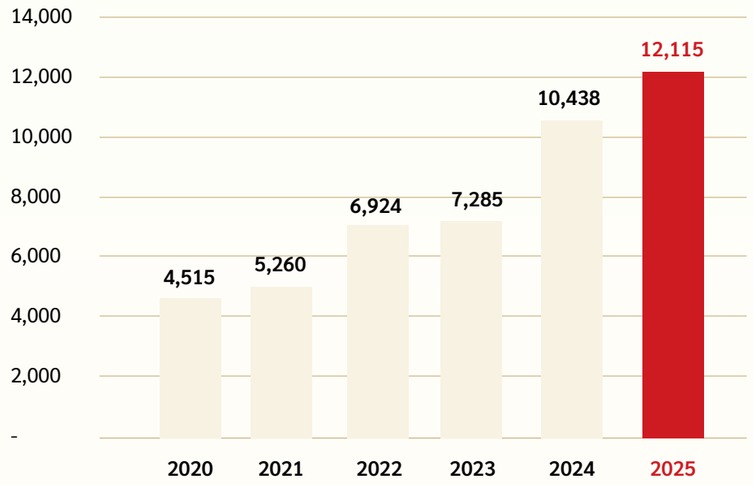
Card transaction volume growth

16%
compared to 2024

** See chart details*

New credit card issuance growth

5%
compared to 2024



Account Products

Solutions and key areas of activity for 2025

- SeAMobile digital banking continuously improves and expands its features and benefits, digitizing products and services alongside traditional counter channels to enhance customer experience.
- Strengthening the multi-channel strategy, with a particular focus on lucky number account products and Merchant QR (MCQR).
- Designing payment account bundles with other products creates optimal solutions for each customer segment, such as: savings accounts linked to savings deposits, savings accounts linked to various card types.
- Optimizing operational processes and improving services to enhance customer experience.
- Develop standardized regulations for over-the-counter and online payment accounts, focusing on centralized and convenient transaction operations.

Results of implementation in 2025

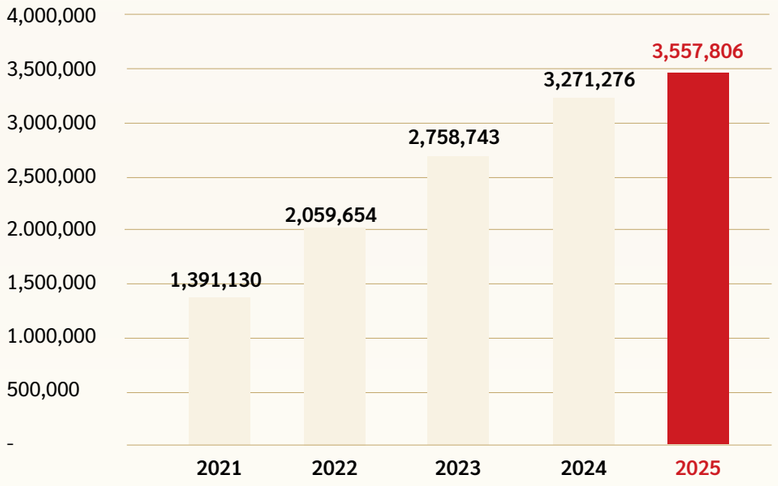
NUMBER OF PAYMENT ACCOUNTS

Number of payment accounts in 2025

3,557,806
accounts

155.7%
over 5 years

** See chart details*



TOTAL CURRENT ACCOUNT BALANCE

Unit: VND billion

Total current account balance in 2025

9,188
Billion VND

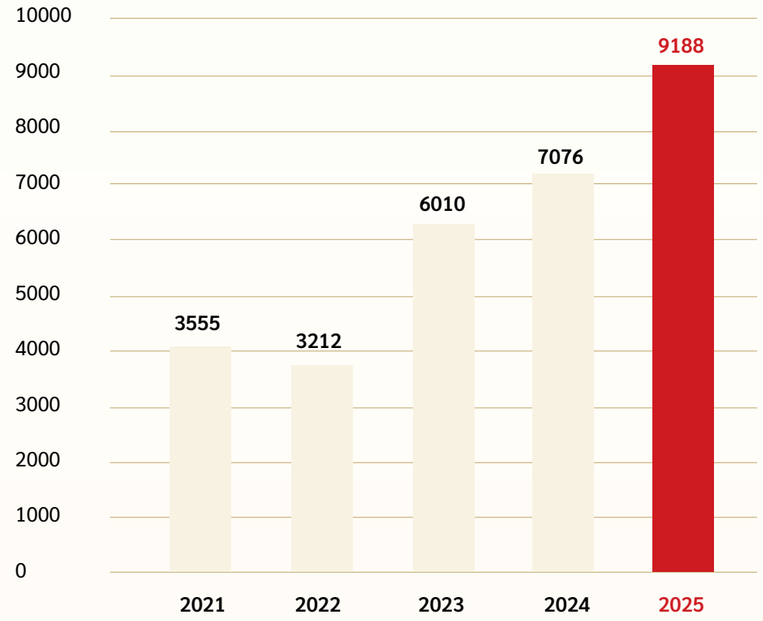
130 %
compared to 2024

** See chart details*

Number of new MCQRs opened in 2025

61,721 MCQR

537 times
than 115 new MCQRs opened in 2020



CURRENT ACCOUNT BALANCES ON ONLINE AND OVER-THE-COUNTER CHANNELS

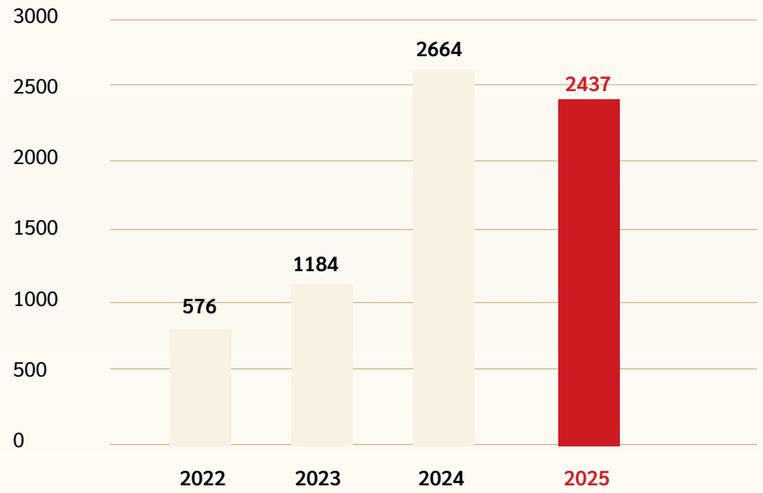
Current lucky account number balances on online and counter channels 2025

2,437 Billion VND

323 %
compared to 2022

26.5 %
of the Bank's total balance

** See chart details*



**The lucky account number launched online since 2022.*

Insurance Products

Purpose: Belief as the driving force for development, experience as the core value

Solutions and key areas of activity for 2025

- Continue to maintain customer care and appreciation programs, while expanding into new potential channels. In particular, enhance after-sales service to improve customer experience and strengthen long-term relationships with customers.
- Promote the application of technology in product digitalization, optimize the entire insurance journey, and help customers access and use products quickly, conveniently, and transparently.
- Proactively research and develop new products while simultaneously improving the user experience to increase competitive advantage and solidify market position.

Results of implementation in 2025

- Over 50 minishow programs are regularly implemented to help customers access insurance products.
- Comprehensive skills training: 88 training sessions were conducted across the entire system, improving the quality of sales consulting, promptly addressing customer inquiries through the 24/7 support channel, and preventing any complaints or grievances.
- Signed a new insurance partnership agreement, upgraded strategic cooperation with three partners (Tasco, Bao Minh, DBV), signed a tripartite cooperation agreement with VETC, expanding opportunities to reach 3.5 million potential customers, and connecting the journey of finance, insurance, and transportation.
- Continue to roll out online products on the SeAMobile platform, optimizing the customer experience.
- Total insurance sales: VND 734 billion

Electronic banking products

Solutions and key areas of activity for 2025

- Accelerate digital transformation through the development of new products and features that comprehensively meet customer needs; simultaneously, add security features, ensure compliance with the latest regulations of the SBV, enhance system security, and minimize risks and fraud.
- Proactively and continuously implement programs to expand the scale and develop the customer network, increasing market coverage and accessibility.
- Optimize operations and achieve breakthroughs in scale with a specialized automated payment and collection/disbursement solution for merchants.

Results of implementation in 2025

- Launching 18 new digital products and services on the SeAMobile application, contributing to expanding the ecosystem, enhancing customer experience, and boosting customer interaction, including: KOL games to promote transactions, eKYC with the new national identity card for opening accounts and e-bankinging, features to

comply with Decree 13/2023/ND-CP on personal data protection, connecting with ASEAN Securities partners to help customers trade securities, eform for loan products, etc.

- Alongside the achievements already made, many key features are being finalized and are ready to launch in early 2026, such as eKYC combo (including account, card, and balance change registration), allowing the use of Loyalty as a source of funds for payments, email verification for account holders, and e-banking packages for foreigners...

Believe

Number of online transactions 2025

53 million transactions

** See chart details*

178 % compared to 2023

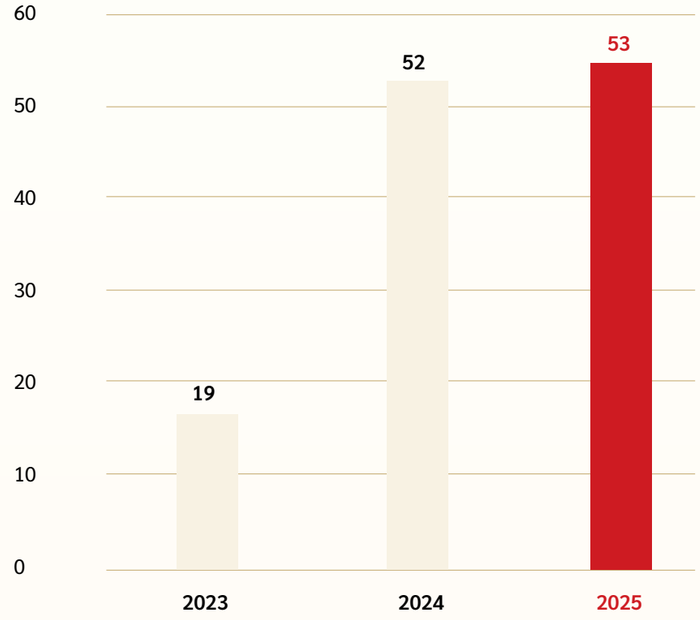
Number of new users 2025

675,000 users

35 % compared to 2024

NUMBER OF ONLINE TRANSACTIONS

Unit: million transactions



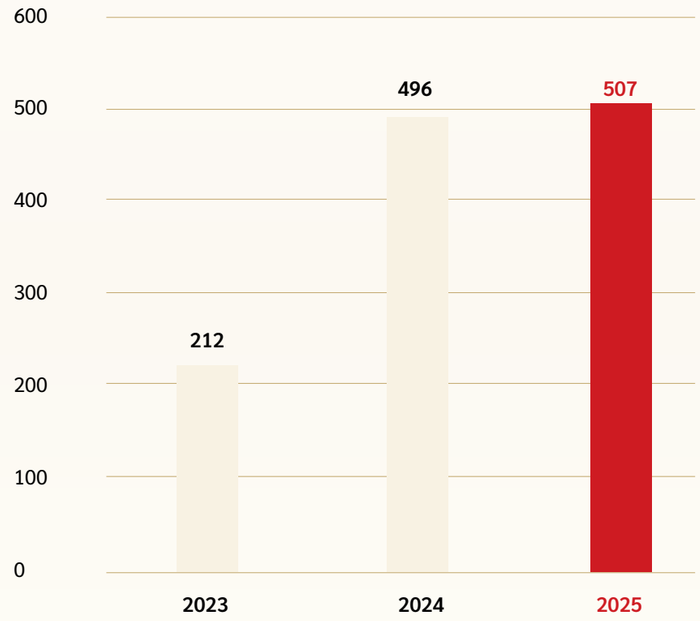
Online transaction volume

507,000 billion VND

** See chart details*

138 % compared to 2023

ONLINE TRANSACTION VOLUME



International money transfers/remittances

Objective: To develop international money transfer and receiving services on a safe, stable, and sustainable operating platform.

Solutions and key areas of activity for 2025

- Proactively update and issue policies on international money transfers and receipts in accordance with legal regulations, the direction of the SBV and other regulatory agencies, thereby ensuring safety and enhancing customer trust.
- Promote the digitalization of products and services, bringing international money transfer and receiving utilities to online channels to increase convenience, speed, and security in the customer experience.
- Expand cooperation with international money transfer partners, diversify service channels, and provide more reliable solutions tailored to customer needs in the market.

Results of implementation in 2025

- Number of international money transfers: >6,000 (a 50% increase compared to 2024)

- Number of customers using international money transfer services: >300,000 customers (a 200% increase compared to 2024)
- Deploying MoneyGram remittance payment channel through the SeAMobile application.

Marketing Activities

Solutions and key areas of activity for 2025

- Shifting the mindset of retail banking marketing from product-specific implementation to an integrated, long-term communication strategy, with brand building as the foundation and business effectiveness as the overarching goal.
- Implementing a Push & Pull Marketing strategy, using the image of SeASoul card brand ambassador “singer My Tam” as a strategic “key hook” to increase brand awareness and affection, promote product communication, and expand the customer base.
- Organize communication according to campaign rhythm, focusing resources on business peaks, ensuring synchronization between communication, sales, and customer experience.
- Increase investment in brand experience activities and strategic partnerships, enhancing perceived value and engagement levels among individual customers.

Results of implementation in 2025

- Effectively implementing key marketing campaigns (launching the SeASoul card associated with singer My Tam’s “See the Light” concert, the Lunar New Year 2025 campaign, the MCQR campaign, etc.), contributing to boosting sales and customer growth.
- Successfully organize large-scale brand events and experiences, enhancing brand reputation and creating differentiation within the technology and technology segment for SeAPremium customers.
- Expanding cooperation with major strategic partners (BRG, Vietnam Airlines, Petrolimex, MobiFone, etc.), increasing the service ecosystem and incentives for customers.
- Implement synchronized internal business kick-off programs, enhance team cohesion and sales effectiveness, and create a solid foundation for achieving business goals.

Believe

Corporate Banking - Believe in Creating Long-Term Partnership Value

In 2025, SeABank will focus on enhancing operational capabilities and perfecting its product and service ecosystem for corporate customers. These activities will be implemented consistently with a long-term, customer-centric approach, increasing user experience on digital platforms while ensuring compliance and information security. With a “Believe” spirit, unwavering strategic commitment, and disciplined execution, SeABank has built a solid foundation for sustainable growth and long-term partnerships.

Key business solutions and strategies for the Corporate Banking segment in 2025

Target	Key solutions and strategies for 2025
Business operations are managed and implemented in a flexible manner, closely following market developments and prioritizing programs that directly impact customer experience. The focus of operations is on product and service innovation, accelerating digitalization, and strengthening risk management to maintain operational stability and create a foundation for sustainable growth.	Innovate products and services with a “customer-centric” approach, focusing on key touchpoints in the business’s transaction journey. • **Bringing key operations to digital channels:** online account opening, online disbursement, online guarantees, online deposits; thereby reducing waiting times, increasing business autonomy, and enhancing the service experience. • **Adding features to support cash flow management:** batch transfers, online payroll processing, customized statements; increasing the ability to reconcile and standardize customers’ accounting operations. Manage digital transformation using modern design methods, increasing the “right needs - right context” aspect in each improvement. • **Applying Design Thinking to the feature design process:** needs evaluation, journey simulation, rapid testing, and continuous optimization. • Focus on standardizing user guides and support mechanisms (customer service/training) to increase activation and actual usage rates.

Corporate Banking - Believe in Creating Long-Term Partnership Value

Key business solutions and strategies for the Corporate Banking segment in 2025 *(continued)*

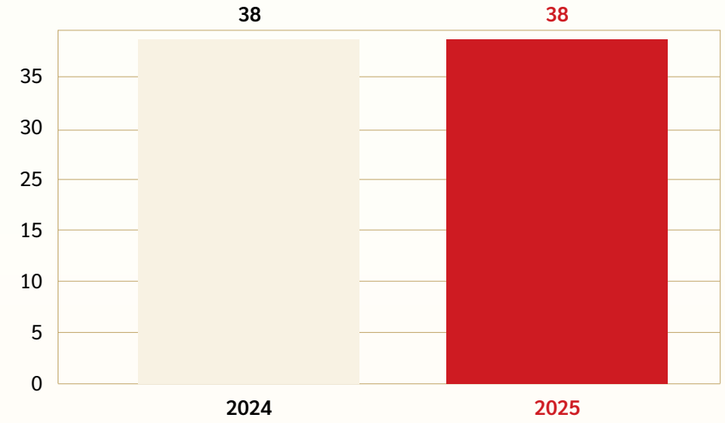
Target	Key solutions and strategies for 2025
Business operations are managed and implemented in a flexible manner, closely following market developments and prioritizing programs that directly impact customer experience. The focus of operations is on product and service innovation, accelerating digitalization, and strengthening risk management to maintain operational stability and create a foundation for sustainable growth. *- continued -*	Enhancing security, compliance, and risk management in the context of increasing digital transactions. • Upgrade SoftOTP and trusted digital signatures; standardize role-based authorization/approval mechanisms to reduce manipulation risks. • The plan is to implement biometrics and additional authentication layers in accordance with regulations, raising the standard of customer data security. Promote multi-channel sales and organize implementation according to key priorities from the Head Office. • Optimizing the combination of branch and digital channels increases the efficiency of serving customer groups of varying sizes and needs. • Organize sales/marketing campaigns according to specific period objectives; prioritize solutions that can generate rapid growth and effectively control risks.
Accelerate digital transformation and enhance the online customer experience for corporate clients.	Accelerate digital transformation and enhance the customer experience for corporate clients on online channels. • The growth in e-banking transactions is a testament to the effectiveness of the channel shift and the level of customer acceptance. • The system's features are "packaged" into solution groups, allowing businesses to use them more seamlessly and thus increase operational frequency. Strengthening the governance foundation, aiming for lean, transparent operations and effective risk control. • Applying data/AI to process monitoring and decision-making helps increase operational efficiency and resource allocation. • Raise compliance and information security standards as digital transactions increase.

Evaluating the performance of the Corporate Banking segment in 2025

With unwavering commitment to supporting the development of the business community, SeABank has continuously met the diverse financial needs of various customer groups in society. In particular, SeABank proactively expands its product solutions, empowering businesses facing numerous challenges, and contributing to strengthening trust and long-term cooperative relationships. These persistent efforts have yielded positive results in 2025.

NoII/TOI 2025
38%

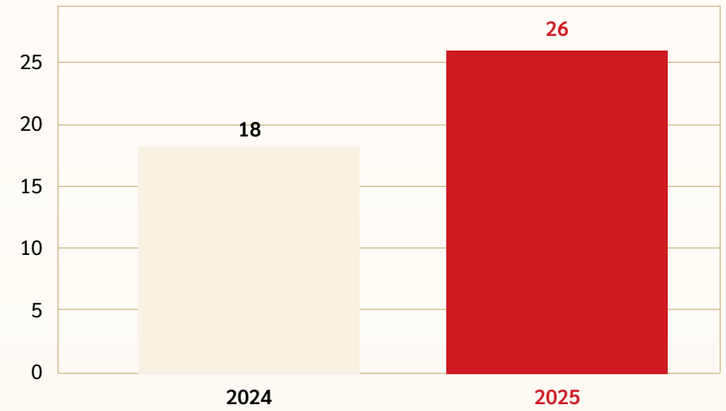
TOII/NOI RATIO (2024 - 2025)
Unit: %



The average CASA ratio per average contract 2025
26%

8%
compared to 2024

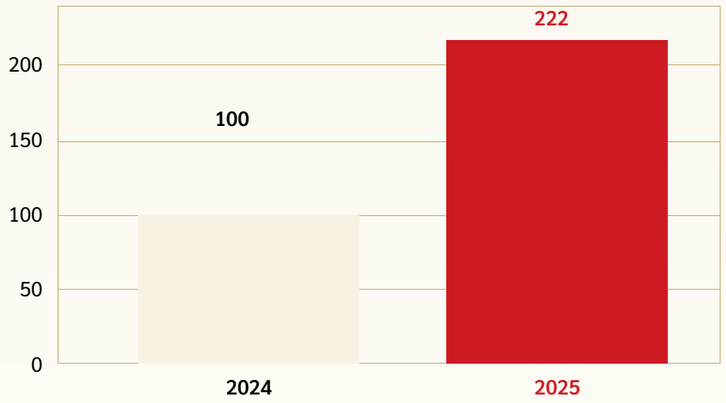
AVERAGE CASA-TO-TOTAL DEPOSITS RATIO
Unit: %



Completed
24
features of the eBank project for corporate customers

122%
compared to 2024

EBANKING TRANSACTION GROWTH RATE
Index (2024 = 100)



Believe

Large Corporate Banking – Unwavering Belief, Partnering for Innovation

In 2025, with the spirit of "Believe," SeABank continues to affirm its solid position as a reliable financial partner of leading institutions and corporations. The Bank's strategic partner network is not limited to credit scale but has developed into comprehensive cooperation, penetrating into every aspect of the operational chain.

Key business solutions and strategies in 2025

- Breakthrough growth based on the ***"Wholesale Retail"*** model – Wholesale through retail
  - » Identifying large enterprises is the strategic "gateway" to fully exploit the ecosystem. This momentum is strongly reinforced by the new generation of FDI shifts and the "Embedded Banking" strategy. (Details can be found in Section I.7. Value Chain and Factors Driving Growth for SeABank's Strategy to 2030 of this Report).
  - » Close the value chain and maximize profit margins from non-credit activities such as international payments and foreign exchange trading.
- Personnel training was a priority: exceeding the plan by 108%, transforming the RM team from traditional salespeople into data-driven financial solution consultants.

Performance in 2025

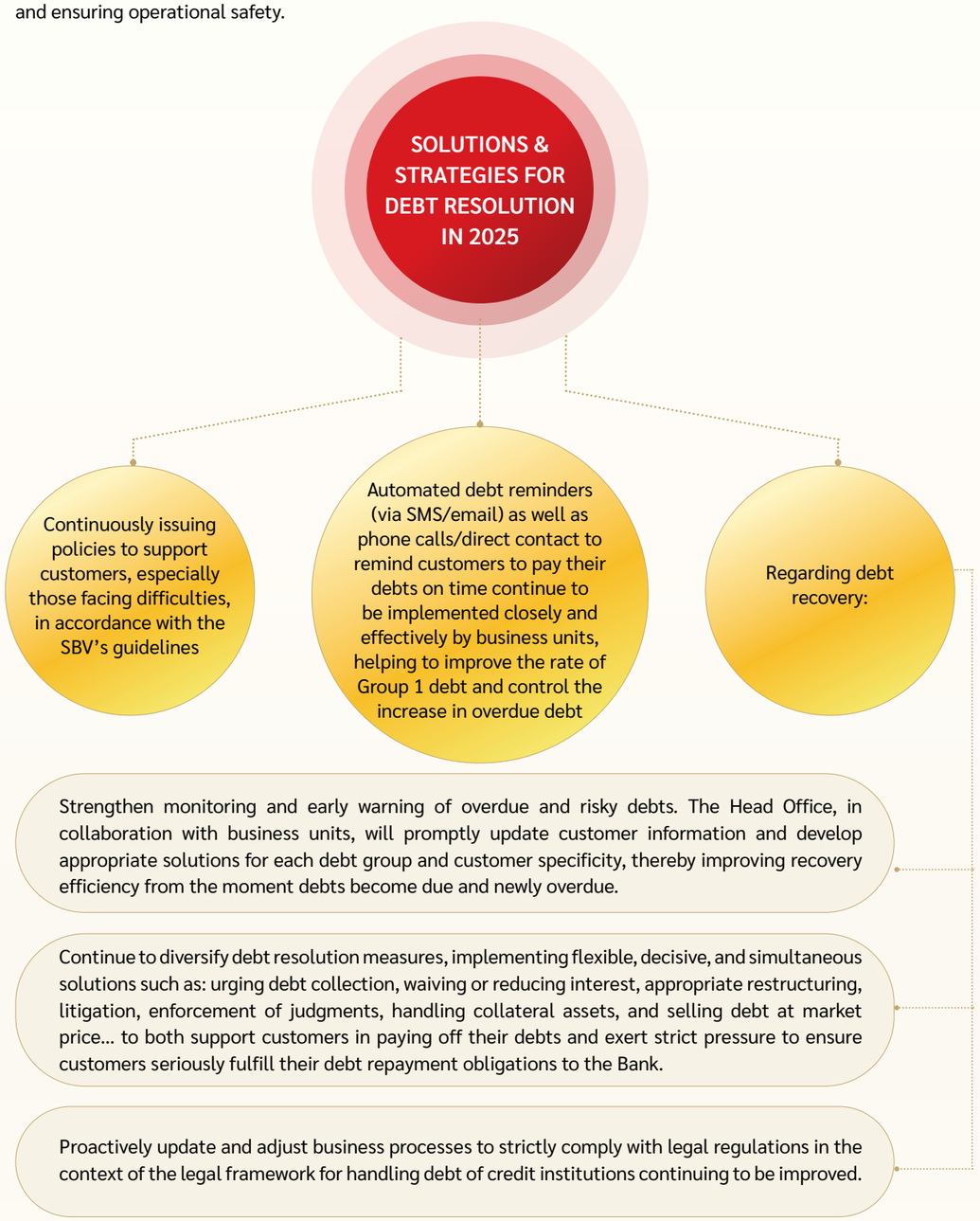
In 2025, management efforts narrowed the gap between headquarters and business units, built efficient work processes, and adhered to sound strategies to quickly resolve procedural obstacles. The results of this concerted effort are impressive figures:

- Total operating income (TOI) reached 116% of the planned target.
- The non-performing loan (NPL) ratio is kept at a low level compared to the industry average.
- Flexibility in interest rate management and timely market advisory bulletins have helped the Foreign Exchange and Service Fees segments achieve exceptional growth, making a significant contribution to the Bank's sustainable profit structure. By 2025, NFX sales are projected to double compared to 2024.

Believe

Enhancing debt resolution efficiency - proactively controlling risks, diversifying solutions, and aiming for sustainable development

Amidst the ongoing challenges of the pandemic, natural disasters, and the general economic difficulties affecting many businesses, SeABank, guided by the spirit of "Believe," remains steadfast in its commitment to proactive and flexible credit risk management and debt resolution strategies in 2025, while simultaneously supporting customers and ensuring operational safety.



Evaluating the results of debt resolution activities in 2025

Strictly control loan quality, minimize the emergence of new overdue loans, focus on effectively handling existing bad debts, and achieve 100% of the annual plan.

Optimizing capital and liquidity, maintaining confidence in growth amidst volatility

In 2025, domestic and international financial and monetary markets witnessed significant fluctuations in interest rates, exchange rates, and liquidity due to changes in global monetary policy. Against this backdrop, SeABank proactively and flexibly optimized its capital and liquidity for the entire system. Confidence in its market analysis capabilities and reputation in the interbank market enabled SeABank to effectively capitalize on business opportunities and maintain positive growth in its capital operations.

Area of activity	Solutions and strategies for 2025	Performance results for 2025
Interest rate proprietary trading	• Proactively monitor, analyze, and identify market fluctuations and trends to develop flexible business plans and effectively capitalize on market opportunities. • Continue to promote the exploitation of key capital business products such as repo transactions of securities, LC UPAS financing in the interbank market...; thereby contributing a significant source of revenue to capital business operations. • Expanding capital financing activities for non-bank credit institutions, contributing to improving and maintaining a positive net interest margin (NIM).	Interest rate trading activities in 2025 not only generated positive profits but were also implemented on a foundation of rigorous risk management, ensuring safety, efficiency, and full compliance with risk limits. As a result, SeABank continued to receive many positive evaluations from the market: • Consistently ranked among the Top 3-5 members with repo transaction volume accounting for 5-10% of the trading market share on HNX during the 2021-2025 period; • Honored as the 3rd best-offering member and the 5th highest-volume trading member in the Vietnam Bond Market Association (VBMA); • Ranked among the top 2 members predicting MM interest rates at the Vietnam Interbank Market Research Association (VIRA).
Foreign exchange proprietary trading	With confidence in its market analysis capabilities and flexible operational management, the Bank has proactively monitored and assessed market fluctuations and trends to develop appropriate business strategies, thereby effectively capitalizing on transaction opportunities and improving operational efficiency.	• Transaction volume increased to US$130-150 billion USD/year, further solidifying its position as one of the top 5 banks with the largest transaction volume in the market. • With stable growth and outstanding business performance, SeABank continues to be honored with many prestigious awards from domestic organizations such as VIRA, VBMA and international organizations such as Refinitiv.
Bond trading	• Proactively monitor and analyze market developments and trends, while strengthening the management of potential risks to build appropriate business strategies aimed at maintaining efficiency and sustainable profitability; simultaneously, continue to consolidate and develop proprietary trading activities in government bonds.	• The bank recorded transaction volumes exceeding VND 154,000 billion in its proprietary trading of government bonds, thereby further consolidating its position as one of the top 5 members with the largest outright transaction volumes in the market this year, affirming the bank's capabilities and position in the capital market.

Area of activity	Solutions and strategies for 2025	Performance results for 2025
	• Effectively utilize capital raised from financial institutions through certificates of deposit to optimize capital costs and improve resource utilization efficiency. • Fully and seriously fulfill the obligations of the issuing organization, thereby contributing to enhancing the reputation and credibility of securities issued by SeABank.	• Continue to effectively mobilize capital from financial institutions through the Certificate of Deposit program, reaching VND 25,000 billion amidst a volatile market. • Securities officially issued by SeABank have been included in the VBMA's reference securities basket, contributing to strengthening the bank's reputation and market confidence.
Foreign exchange trading activities in market 1	• Firmly committed to its "customer-centric" approach, SeABank proactively adapts and maintains operational efficiency amidst numerous fluctuations in import and export activities with international markets. • Continue to vigorously implement the NGX1000 strategic plan for the 2024-2028 period to create a foundation for promoting growth in non-interest income. Foreign exchange trading is one of the key pillars; accelerate the development of corporate clients in import/export and foreign-invested enterprises; and effectively leverage the ecosystem of major partners such as corporations and conglomerates.	• Despite facing numerous market challenges, foreign exchange trading from clients maintained stable growth, reaching VND 410 billion and increasing by 21.6% compared to the same period last year.

At the same time, SeABank always complies with the SBV's regulations on mandatory reserves and ensures liquidity safety indicators:

Capital mobilized from credit institutions

107,281 billion VND

24.88% compared to 2024

Loans to credit institutions

91,447 billion VND

24.63% compared to 2024

Strengthening the operational foundation and spreading confidence in development

Objectives and operational direction

Committed to becoming the most preferred retail bank, SeABank continued to innovate its operations towards a more modern, flexible, and efficient model. In 2025, SeABank focused on implementing the following key strategic directions:

1. Accelerating the digitalization and automation of operational processes
   - Reducing processing time, enhancing security, and optimizing customer experience
2. Standardizing and restructuring operating processes toward a lean and efficient model
   - Building a strong foundation for digital transformation
3. Developing flexible operational solutions tailored to each customer segment
   - Improving service quality and system-wide efficiency

SeABank's operational goals and directions have been implemented synchronously and effectively, thereby strengthening its solid operational foundation and actively supporting the Bank's business activities. The spirit of "Believe" has become a driving force throughout, helping the entire system remain steadfast in its set direction, proactively innovate, and gradually improve operational efficiency.

Credit Operations

Solutions and strategies for 2025

- Clearly defining control conditions in the credit processing process after corporate credit approval minimizes overlap and duplication in the control stage, while implementing an automatic file allocation mechanism (Distributor) for corporate credit processing contributes to standardizing the processing flow, optimizing resources, and shortening processing time.
- Implementing individualized terms and conditions for each corporate customer in operational processes allows for the monitoring and management of key indicators closely aligned with the approved content, thereby proactively supporting the handling of credit transactions when they arise, shortening processing time, and improving operational efficiency.

Results of implementation in 2024

- TAT for retail banking post-approval credit processing: ↘ 48% YOY
- Mortgage disbursement transactions for retail banking: ↗ 34.4% YOY
- Disbursement transactions to corporate banking: ↗ 7.9% YOY

Card Operation

Solutions and strategies for 2025

- Expanding the ATM and POS network and upgrading, improving, and diversifying the technology system will create favorable conditions for customers to use cards.
- Continuing to maintain the highest level of compliance in the market and the 3D-Secure version 2.2.0 security standard for online transactions.

Results of implementation in 2025

- ATM fee revenue: 26.1 billion VND; ↗ 4.4% compared to 2024
- POS fee revenue: >56.1 billion VND; ↗ >10% compared to 2024
- TAT for card printing and packaging: ↘ 27% YOY compared to 2024
- Total number of ATMs: 317 ATM; ↗ 7 ATM compared to 2024
- Cumulative number of POS: 1,067 POS; ↗ 162 POS

Domestic and International Payment Services

Domestic payments

Solutions and strategies for 2025

Continuing to promote cashless payments contributes to the important goals of the Government and the SBV through:

- Continuous investment in technology and improvements to payment systems, such as building new incoming money transfer systems and perfecting the outgoing money transfer system to the IBPS 2.5 standard, has created a strong transformation in the provision of cashless payment methods.
- Expand cooperation with partners providing online payment services, bill payments, and recurring fee payments; focus on enhancing customer benefits and increasing the Bank's efficiency.

Emphasis is placed on security and safety in payment transactions:

- Strict biometric security measures are implemented to protect the legitimate interests of customers and build customer trust and loyalty.
- Boosting 24/7 fast money transfers and connecting with major payment partners such as VNPay to launch the VN-Topup service; completing the connection with SSMedia to provide travel services (travel packages, airline tickets, hotel bookings, entertainment tickets) for customers on the SeAMobile app; and implementing cash collection services at PLX and Thuy Ta gas stations.
- Providing diverse payment services for essential public utility bills such as electricity, water, and telecommunications quickly through the SeAMobile Biz application or at the counter; supporting electronic tax filing for businesses, linking with the Tax Department to facilitate businesses in tax declaration and payment.

Boosting the development of remittance activities:

- SeAMobile has launched its MoneyGram remittance service, allowing customers to receive money flexibly at transaction counters and via the SeAMobile app.
- StoneX remittance channel recorded a breakthrough in growth as SeABank successfully expanded its connection with StoneX.

The number of remittance transactions on the StoneX platform

52,438 transactions

10 TIMES
compared to 2024

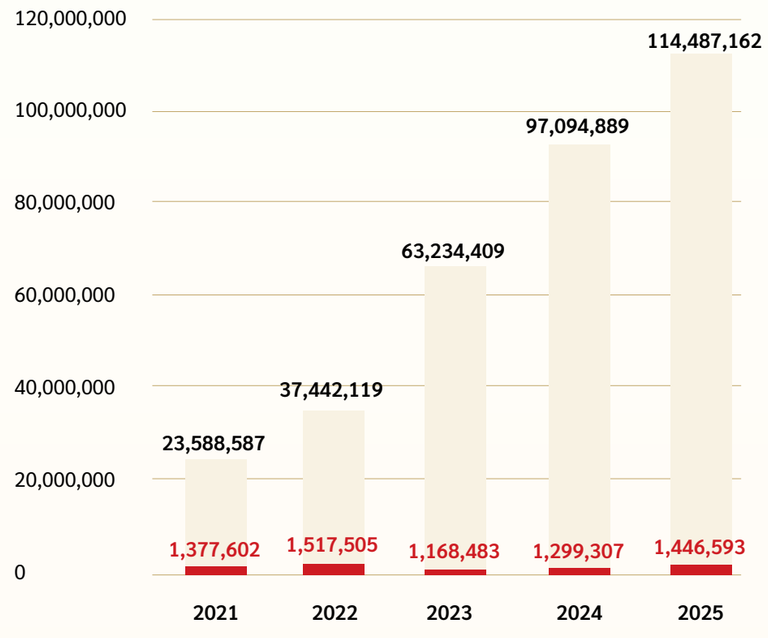
Electronic payment transactions accounted

98.75%

~114.5
million transactions

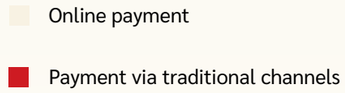
ELECTRONIC PAYMENT TRANSACTIONS 2021 - 2025

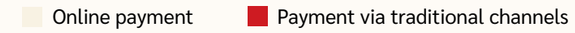
Unit: Transaction



Revenue from domestic payment fees

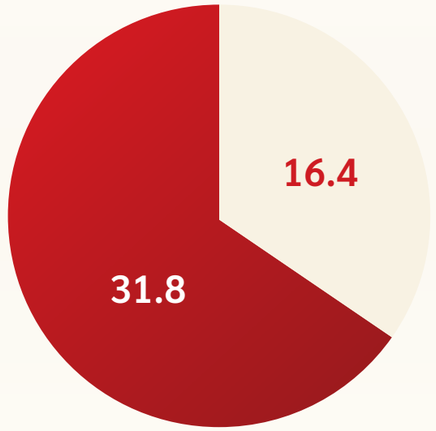
>42.8 billion VND





DOMESTIC PAYMENT TRANSACTION FEES IN 2025

Unit: VND billion



Source: Domestic Payment Services Activity Report 2025

International payments

In 2025, Vietnam continues to assert its position as a focal point for attracting foreign direct investment (FDI). The recovery of global supply chains combined with a strong wave of digital transformation in the financial sector has fueled exceptional growth in cross-border capital flows, paving the way for a boom in international payment activities.

Solutions and strategies for 2025

- Implementing a series of credit packages, interest rate support programs, and fee incentives specifically designed for FDI businesses, import-export businesses, and businesses owned by women.
- Strengthen incentive mechanisms for new customers and existing customers who prioritize online transactions.

Performance results for 2025:

- SeABank's international payment activities in 2025 recorded impressive growth figures, with the number of transactions and sales increasing by 31% and 204% respectively compared to 2024.
- The successful integration of the SeAAML system into the international money transfer process has enabled automated anti-money laundering screening for all outgoing money transfer transactions and is expanding to include trade finance.
- Implementing a Payment Control Service (PCS) application to tightly control SWIFT messages aims to automatically prevent irregular transactions, protecting banks from hacker intrusions and system fraud risks.
- The Payment Tracking feature on the internet banking platform for corporate customers allows them to check and track the status of international money transfers in real time, bringing transparency to transactions.

International payment transaction growth

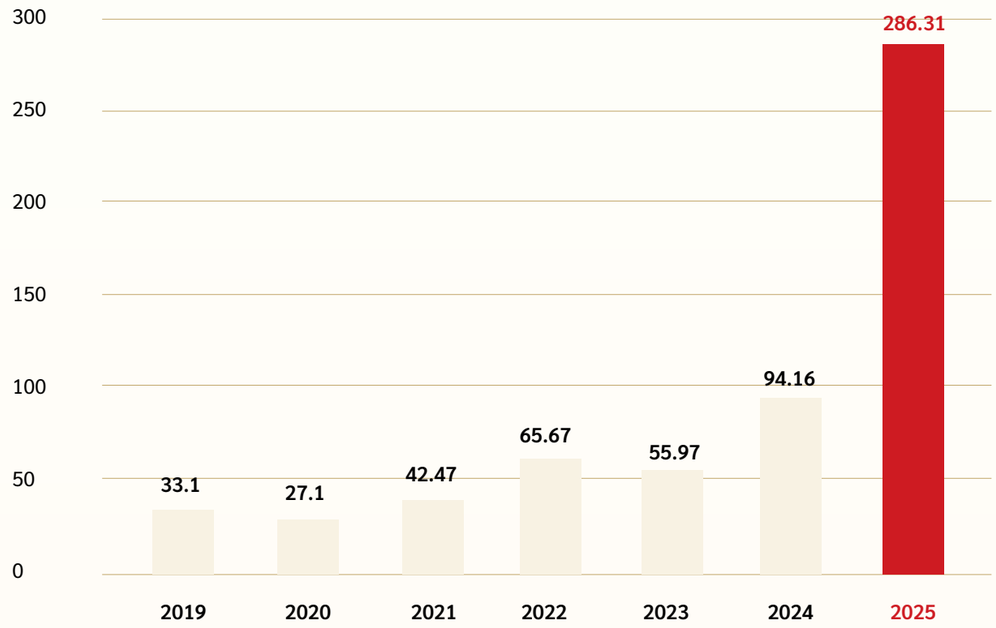
31% YOY

International payment revenue growth

204% YOY

INTERNATIONAL PAYMENT REVENUE 2019-2025

Unit: VND trillion



Network Development

Solutions and strategies for 2025

- Implement restructuring of the transaction network according to the new administrative boundaries of the entire country.
- Focus on reviewing and evaluating the facilities and infrastructure of business units to carry out renovations and upgrades to the physical premises and facades, as well as relocating transaction points to ensure that the premises are always spacious, clean, and convenient for customers when they come to transact, and to enhance the brand image of SeABank.
- Renovate and upgrade several transaction points to meet the requirements of a vertical business model.
- Quickly implement emergency response/remedial measures to address natural disasters in affected areas such as Thai Nguyen, Nha Trang, Hue, etc.

Results of implementation in 2025

- SeABank has 181 transaction points, including 49 branches and 132 transaction offices across 24 provinces and cities (according to the new administrative boundaries).
- As of December 31, 2025, SeABank has completed the following projects: 3 branch/transaction office relocation projects; renovation and repair of 120 transaction locations and renovation of 17 ATM projects.

Number of transaction points

181
transaction points

49
branches

132
transaction offices

**According to new administrative divisions.*

EVALUATION OF ENVIRONMENTAL AND SOCIAL ACTIVITIES

Evaluation of environmental indicators

	Implementation in 2025
Water resources	• **Implementing a synchronized management and operational framework:** SeABank has effectively built and implemented a water resource management system based on four pillars: standardizing the internal legal framework, establishing a multi-tiered monitoring network, maintaining operational discipline, and promoting a culture of conservation. These principles are applied consistently throughout the system, contributing to ensuring transparent water resource use, strict control, and continuous operation. • **Maintaining indicators within safe limits and complying with regulations:** SeABank's water-related environmental indicators in 2025 will be strictly controlled and maintained within permissible limits according to Vietnamese standards. • **Resource utilization efficiency exceeded the set target:** The average water consumption index reached approximately 20 liters/person/day, 32% lower than the internal standard (<30 liters/person/day), reflecting the effectiveness of management and operational solutions. • **Water quality is guaranteed:** Domestic water supply is controlled to meet 100% of current standards set by the Ministry of Health, contributing to ensuring safe working conditions and health for employees. • **Effective monitoring and surveillance system:** The implementation of quarterly monitoring of wastewater at licensed discharge points demonstrates the effective operation of the environmental monitoring system, enabling the Bank to proactively track, assess, and control environmental risks in a timely manner. 100% of treated wastewater has parameters that meet or fall below the limits stipulated in QCVN 14:2008/BTNMT. • **Promoting a culture of frugality and environmental responsibility:** Internal communication activities, especially during peak periods such as the hot season, contribute to transforming awareness into action and enhancing the self-awareness of employees. ** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*
Greenhouse gas emissions	• **Establishing a comprehensive measurement platform:** SeABank has identified and measured emissions across three scopes (Scope 1, 2, and 3), applying IPCC guidelines and Vietnam's grid emission factors to ensure accuracy and transparency in greenhouse gas inventories. • **Effective control of emissions from business and operational activities (Scope 1 & 2):** Direct emissions in 2025 are controlled at 624 tCO2eq, mainly from fuel consumption for operating vehicles. Emissions reached 4,957 tCO2eq, a decrease of 2.3% year-on-year. This emission level is consistent with the scale and characteristics of operations, maintained/reduced year-on-year, reflecting the effectiveness of energy saving solutions, accelerated digitalization, and optimized operations. • **Expanding indirect emissions management (Scope 3):** The bank expands ESG integration, adopts ESMS, and prioritizes green partners to help control emissions throughout the value chain and financing activities. • **Clear emission reduction orientation:** The sustainable development strategy, specifically outlined in Regulation No. 1497/2025/QD-HĐQT, has laid the foundation for long-term emission reduction targets, consistent with national orientations. ** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*

	Implementation in 2025
Electricity resources	• **Controlling and measuring energy consumption efficiency:** SeABank has established a clearly defined energy management system, with a measurement index of electricity consumption per square meter of floor area (kWh/m²/year). Developing consumption standards based on the specific weather conditions of each region enhances accuracy in monitoring and evaluation, and provides a basis for optimizing energy efficiency. • **Significant improvements in energy efficiency indicators:** In 2025, electricity consumption per employee reached 1,385.7 kWh/employee, and electricity consumption intensity per revenue reached 2.89 kWh/billion VND, both decreasing compared to the same period. This result reflects the effectiveness of synchronized measures in investment, operation, and awareness raising. • **Promoting the transition to high-efficiency equipment:** Replacing and selecting environmentally friendly and high-efficiency office equipment (LED light bulbs, inverter air conditioners using environmentally friendly refrigerants, equipment with CSPF >4), and applying green building and smart building technologies have contributed to reducing electricity consumption. The bank continues to strengthen compliance with Regulation No. 5211/2021/QD-TGĐ to reduce costs and minimize electrical safety risks, especially the risk of fire and explosion at its headquarters. • **Raising awareness, strengthening management and compliance control:** SeABank has implemented a multi-tiered monitoring mechanism with the coordination of technical departments, security supervision, and security forces to control electricity usage at its units. Daily inspections and patrols are carried out rigorously, helping to promptly detect and correct unreasonable electricity usage. Internal communication activities are implemented regularly, especially during peak electricity usage seasons, contributing to raising the self-awareness of employees. ** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*
Digital transformation and green transformation	• **Digital transformation and operational optimization:** SeABank has effectively implemented digitalization initiatives (LOS, reporting systems, real-time data warehouse, etc.) to shorten processing time, enhance data capacity, and reduce reliance on manual processes, thereby improving operational efficiency and customer experience. • **Reducing dependence on physical resources:** The promotion of process digitization, electronic records, and digital signatures has significantly reduced the demand for physical resources, especially paper, while also reducing indirect emissions from operations. By 2025, paper consumption at the Head Office will be controlled below the target, with the paper-to-revenue ratio decreasing by 7.57% compared to the previous year, demonstrating the effectiveness of measures such as double-sided printing, paper reuse, and enhanced document exchange through digital platforms. • **Promoting the green office model:** SeABank has gradually shifted towards a green office model by prioritizing buildings with green certifications, applying smart technologies (BMS, sensors, optimizing natural light), and using energy-saving equipment, contributing to reducing electricity and water consumption and emissions. ** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*

Evaluation of activities promoting green and sustainable products

Key objectives	Implementation evaluation
Promoting social financial products to support vulnerable groups	SeABank continues to facilitate access to finance and promote equal development opportunities through the development of social financial products: financing projects in education, healthcare, housing for low-income earners, and businesses owned by women... **The following flagship product lines had been launched and continued to operate effectively in 2025:** • A policy package to support businesses owned by women. • Visa Corporate credit card; • Women Entrepreneurs Club – SeAPower; • Loans are available for members of the SeAWomen Women's Union. • SeALady International Credit Card. *Details regarding the policies and support activities of the products are presented in detail in Section VII-5 of this Report.* **Result for 2025:** • By the end of 2025, the number of female business owners at SeABank increased by 150%, and outstanding loans grew by 120% compared to the same period, reflecting the effectiveness of the "financial + non-financial" model, especially its ability to maintain operations and increase customer engagement. • Receiving the international ESG Business Awards for gender equality is a testament to SeABank's consistent commitment to inclusive finance and its contributions to the community.
Promoting green credit, green financing, and green investment	With the aim of contributing to the National Strategy on Green Growth and Net-Zero, SeABank has issued its Sustainable Development Strategy under Decision No. 1497/2025/QD-HĐQT, which sets the goal of increasing the proportion of green credit in the total credit portfolio to 5% by 2030. **Here are some of the policies implemented by SeABank regarding green credit:** • Regulations on lending to encourage the development of high-tech and clean agriculture. • Regulations on granting credit for solar power projects. • Regulations on green credit granting policy at SeABank for the period 2021-2025, attached to Decision No. 5151/2021/QD-TGĐ dated April 13, 2021. • The incentive program to promote growth in green credit includes regulations tailored to the specific characteristics of each industry and preferential pricing policies that vary over time. • Green financing support: Providing green credit packages with preferential interest rates to support emission reduction projects such as renewable energy plants, energy saving initiatives, and environmental protection initiatives/ • Developing green financial products: green financing specifically for sustainable projects, facilitating the participation of scientists, technology companies, and organizations in the green transition process; preferential green credit for businesses adopting circular economy models or environmentally friendly technologies. **Results of implementation in 2025:** • Green credit outstanding reached VND 1,634.1 billion by the end of 2025, accounting for 0.69% of total outstanding loans. • The total amount of green credit financing at SeABank reached VND 3,801.2 billion.
Issuing green and blue bonds	**2024: Successfully issued US$150 million in green bonds to AIIB and IFC, including:** • Vietnam's first blue bond: supplementing funding for sustainable economic activities related to the ocean and water (such as aquaculture and fisheries, clean water supply...). • Green bonds issued with stringent criteria: providing additional capital for sectors such as green buildings, renewable energy, and energy efficiency. **2025: Finalize and publish the Green Bond Framework in line with the ICMA Green and Blue Bond Principles, while referencing IFC and AIIB standards.** • SeABank's Green Bond portfolio has been rated "Medium Green" – the second highest rating according to 6-tier 'Shades of Green' framework (S&P Ratings). • Standardizing sustainable fundraising practices in accordance with international best practices will lay the foundation for implementing green bond issuances in the next phase.

Evaluation of the human resource issues

Human resource development activities

SeABank places great emphasis on talent development and retention to prepare an excellent workforce for key positions, ensuring continuity and maintaining stable operations. In 2025, SeABank will continue to build a strong and enthusiastic workforce, high in quality and large in quantity, united in purpose with unwavering belief in the spirit of "Believe," ready to overcome all challenges to achieve its business strategy.

Human resource development objective:

To build a highly skilled and abundant workforce ready to meet business plans.

- Attracting and developing a pool of potential talent in the market: candidates with the skills and qualifications that align with SeABank's strategic business direction and core culture.
- Invest in training, capacity building, and planning for existing human resources.
- Diversify resources and build a team with diverse knowledge, culture, and local understanding to promote the development of micro-markets in each region.
- Building a competitive compensation, salary, bonus, and benefits system ensures efficiency and retains talent.

Performance in 2025

In 2025, SeABank aims to build a high-quality workforce by combining strategies for talent recruitment and attraction, training and development, succession planning, and incentive policies that promote efficiency and retain talent.

- We aim to create a high-quality pool of candidates by strengthening communication and spreading the SeABank brand in the labor market through diverse channels such as: recruitment services from leading partners; social recruiting platforms; and job fairs at top universities in Vietnam in the fields of Finance, Banking, and Economics.
- A series of recruitment and employer branding programs are regularly implemented, including: SeATour, Potential Interns, Starting a Business with SeABank, live and online career orientation talk shows, digital marketing programs through social media platforms, candidate referral programs, etc.
- The recruitment pool in 2025 will be diversified through gender and ethnic structure, knowledge and cultural diversity, local expertise, and the development of micro-markets in each region.
- SeABank's workforce structure in 2025 is trending towards younger employees, with 33% belonging to Generation Z (born between 1997 and 2012). The bank's workforce is dynamic, professionally qualified, and technologically capable, aligning with its digitalization and technological development direction.
- Investing in existing talented personnel through career roadmap development programs and a talent pool framework based on competency evaluation, focusing on competency evaluation and planning programs, and regular career path appointments.
- The programs have yielded impressive results in planning and developing a successor team, meeting the resource needs of the business strategy, and contributing to creating opportunities for employee capacity development and personal development pathways (PDPs).

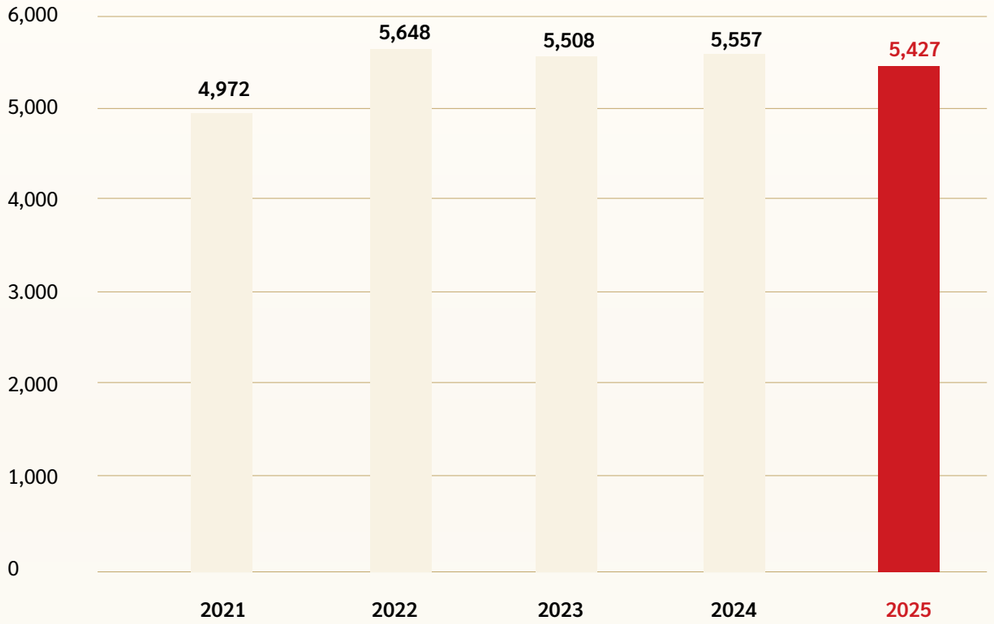
Total number of employees at SeABank

5,427 employees

** As of December 31, 2025*

NUMBER OF EMPLOYEES AT SEABANK 2021-2025

Unit: employee



Number of employees at SeABank over 5 years (as of December 31st of each year)

Believe

Salary, Bonus and Benefits Policy

Besides strictly adhering to legal regulations, SeABank's Total Rewards policy is built on the basis of its business and human resource strategies to provide employees with competitive benefits commensurate with each individual's contributions and dedication, promoting SeABank's development with the goal of becoming the "most beloved retail bank".

Salary, bonus, and benefits policies for 2025:

- The reward system is based on work performance, results, achievements, and contributions of each individual to the Bank's development, ensuring deserved rewards to encourage and recognize the contributions of each member and team.
  - » Business performance bonuses are awarded to employees with outstanding achievements in accordance with the Bank's business promotion and incentive program.
  - » The supplementary sales compensation policy for the sales force is based on advice from partner Talentnet-Mercer, in accordance with the Bank's strategy and the strategy of each business segment.
  - » The performance-based bonus policy is based on the work performance of each unit and individual, and their contribution to the Bank's overall results.
  - » Special reward policies for individuals and units that excel in completing tasks, programs, projects, innovative ideas, and solutions...
- Welfare policies are being expanded and improved to provide the best possible benefits for employees, increasing with seniority and performance to motivate dedication and commitment:
  - » PVICare's comprehensive health insurance policy for employees and their families offers competitive insurance benefits: a well-maintained compensation limit, no co-insurance, and compensation based on actual medical expenses.
  - » Regular health check-up program: supplementing the list with specialized examinations and expanded check-ups at reputable hospitals with good facilities and quality services.
  - » The Employee Stock Option Program (SeAESOP)...;
  - » SeAStaff Privilege preferential loan policy: a loan package for employees with attractive and competitive preferential limits and interest rates.
  - » Annual leave policy: continue to maintain the policy of expanding the number of annual leave days based on job title and seniority.

Through attractive, clear, and transparent policies, along with a specific career progression path, SeABank aims to motivate and increase labor productivity, attract and retain talent, and build a development-oriented work environment. The achievements in human resources activities in 2025 will significantly contribute to building a solid foundation of resources to achieve breakthroughs and reach medium- and long-term goals.

Improvements in organizational structure, policies, and management

Improvement goals

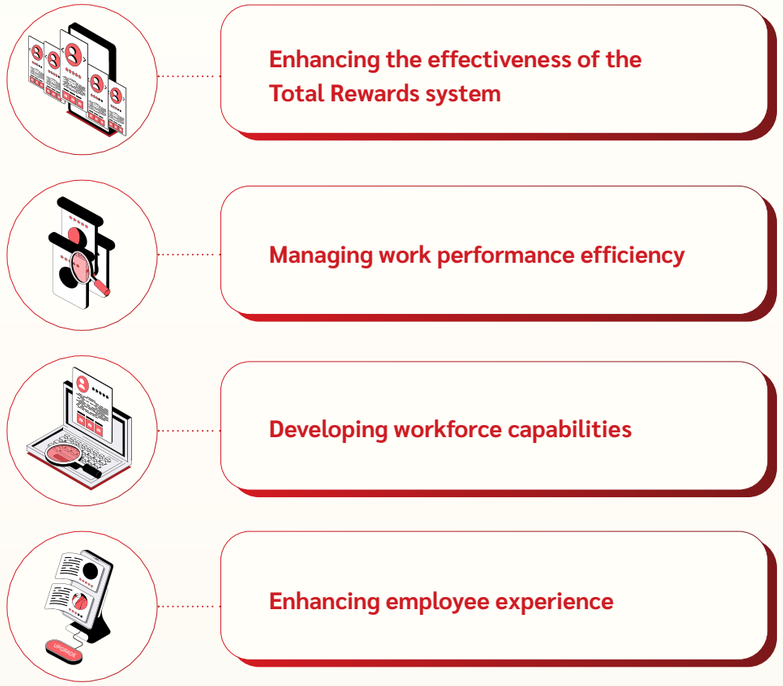
- Improving employee performance and value, strengthening long-term career development satisfaction, thereby enhancing market competitiveness and increasing employee and stakeholder confidence in the Bank.
- To promote the development of the Bank, meeting the growing needs from both external and internal factors of the business for growth.

Improvements in organizational structure, policies, and management 2025

- Strengthening the specialization of the organizational structure and personnel towards a lean, efficient, and optimized resource utilization to best serve the Bank's business strategy.
- Improve the performance management system based on KPIs for all units throughout the system.
- Build a competitive and performance-based compensation and reward system to develop a workforce focused on quality and efficiency.
- Attracting, stabilizing, and focusing on developing a workforce with the appropriate skills and experience to meet sustainable development goals and medium- and long-term strategies through the implementation of screening, planning, and training based on the Competency Framework.

Human Resources Strategy 2026-2030

With the support of leading domestic and international human resources consulting partners, SeABank has developed a long-term human resources strategy and a master plan for the period 2026-2030, closely aligned with the Bank's strategies and aiming to become the "favorite retail bank" in Vietnam.



- Attract and strengthen the workforce with competent and suitable personnel to meet the comprehensive transformation strategy.
- Specialize human resources and KPIs by segment/specialization, combined with a performance-based compensation policy to drive business.
- Develop a competency framework combined with a standardized career roadmap to develop and plan a skilled workforce that meets the requirements of the transformation strategy; provide opportunities and create motivation for personal development, and increase engagement with SeABank.
- Implement a tiered training program system; provide diverse training in professional skills and soft skills; from training to coaching to enhance the capacity of the workforce and develop a successor team.
- Enhance the effectiveness of the overall Total Rewards compensation system: competitive salary structure and benefits package based on performance evaluation/job position; business compensation/bonuses (SIP, Performance bonus, etc.).

Evaluation of responsibility towards the community

FINANCIAL INCLUSION FOR VULNERABLE CUSTOMER GROUPS

Recognizing financial inclusion as a strategic pillar, linked to ESG goals and inclusive economic development, SeABank effectively mobilized over US$1.1 billion in international capital from reputable financial institutions and implemented a comprehensive range of financial and non-financial solutions for vulnerable customer groups, contributing to removing barriers to access to capital and enhancing sustainable growth capacity for customers.

- **Product diversification and increased accessibility:** The product portfolio is designed flexibly to suit each segment, such as female customers and women-owned businesses (SeALady, SeAWomen...), SMEs (four business cards), household businesses, and micro-enterprises (credit packages for household businesses undergoing transformation, in-depth tax and management courses...).
- **Combining digital transformation to expand financial inclusion:** Collaborating with technology and payment partners (VISA, MoneyGram, MobiFone, etc.) helps expand the service ecosystem and improve access to banking services, especially for groups that do not yet use traditional financial services.

** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*

SOCIAL WELFARE AND COMMUNITY DEVELOPMENT ACTIVITIES

SeABank's social welfare activities are implemented systematically, closely adhering to the BOD' sustainable development orientation and the 17 Sustainable Development Goals (SDGs) of the United Nations.

- **Expanding resources and scope of impact:** With a total budget of over 34 billion VND in 2025 (a 41.67% increase compared to the same period), the programs will be implemented nationwide, covering many fields such as education, health, disaster relief, environment, and social welfare for vulnerable groups.
- **Aiming for long-term impact:** Instead of just providing immediate support, SeABank prioritizes creating a foundation for sustainable community development through initiatives such as scholarships and educational programs for children (SeADreams Fund), housing construction and livelihood support (SeASmile Fund), and raising environmental and community awareness (SeAGreen Fund).
- **Promoting community awareness:** Many annual programs such as Day of Love and Citizen Week have mobilized widespread participation from employees, thereby spreading a sense of responsibility and humanitarian values to all SeABank employees and creating value for the community.

** Details regarding water resource management activities are presented in Chapter VII (page 269 - 274) of this Report.*

ACTION PLAN FOR 2026

SeABank's key targets for 2026 are based on macroeconomic and market evaluations, aligned with the development direction of each business segment, risk control, and ensuring growth targets are achieved in accordance with the Bank's strategic direction.

Key objectives for 2026

KEY OBJECTIVES 2026

- Focus on effectively implementing the operations of each segment and individual and corporate unit according to the new vertical industry model.
- The primary focus is on developing personal loan balances, with the target being that personal loans account for 30% of total outstanding loans. Credit growth will be managed according to the actual situation and the credit limit allocated by the SBV.
- Focus on mobilizing funds from customers to ensure a stable source of capital for business operations. Emphasize the development of CASA (Current Account Savings Account) deposits to optimize the cost of capital. Optimize funding from institutions and securities to match the bank's credit growth and liquidity needs in each period.
- Focus on investing in technology for individuals and small and medium-sized enterprises, especially projects related to digital transformation strategies.
- Thoroughly recover debts according to plan.
- Cost optimization ensures efficient business operations and effective investment and budget utilization.

Plans and solutions to achieve the goals by 2026

Plans towards achieving business targets

Based on the business targets for 2026 assigned by the BOD (details in section IV-3.3, page 129 of this Report) and the general direction of the BOD (details in section IV-3.2, page 124-129 of this Report), some key operational directions of SeABank in 2026 are as follows:

Key objectives	Plan for 2026
Total asset growth	SeABank aims for reasonable growth in total assets, ensuring the growth of income-generating assets while gradually reducing non-profit-generating assets.
Growth in mobilized resources	• Implement a capital mobilization policy based on capital utilization needs, ensuring a balance between disbursement sources and liquidity. Diversify capital mobilization sources: continue to mobilize from the retail banking sector, economic organizations, and from foreign organizations. • Strictly control the average cost of capital raised during the year; continue measures to increase demand deposits, optimize funding sources, and ensure the best possible utilization of resources for the entire system at specific times during the year; support the reduction of capital costs and the growth of profitability. • Ensure the loan-to-deposit ratio (LDR) meets the requirements of the SBV.
Credit growth	• Credit growth is in line with SeABank's credit growth target for 2026 and complies with the regulations of the SBV. • Continue strong growth in personal loan balances, aiming to increase the proportion of personal loans in total loan balances. • Focus on developing high-profit margin products; expand short- and medium-term loan portfolios. Simultaneously, develop products with flexible interest rates and terms, and diversify personal credit products.
Optimizing profit indicators	**Charge service fees** • Diversify products for customers, improve and develop non-interest income streams while building new fee structures. Digital products such as e-bankinging, cards, the SeAConnect program, foreign exchange trading, and insurance will be the focus of business in 2026. • Continue to increase the Bank's fee income to stabilize and diversify revenue sources, focusing on service types such as digital banking, credit cards, SeAConnect, foreign exchange, and insurance. The proportion of service fee revenue must reach at least 25%. • Develop and expand e-banking solutions and customized transactions for each customer's chain and ecosystem; diversify sales channels; strengthen strategic partnerships to increase online services and cross-selling services; develop foreign exchange products to increase service revenue; personalize and enhance customer experience by providing products/services/touchpoints tailored to each customer profile and at each point in the customer lifecycle... **Operating cost management** • SeABank focuses on optimizing and saving costs, while continuing to control the system's CIR (cost-to-income ratio) to be <=35% in 2026. Optimized and saved costs ensure the bank's operational balance and support the implementation of strategic projects such as digital convergence, card projects, foreign exchange trading projects, and projects with major partners, alongside essential technology investments and the digitization of operational activities to simplify, automate, and progressively apply AI in operations.

Flexible and Sustainable Business Strategy for 2026

To achieve its key objectives in 2026 and to move towards growth targets for the 2026-2030 period, SeABank is implementing a flexible business strategy focusing on: customer development; partner ecosystem development; product development and service enhancement; comprehensive digitalization; and prioritizing the development of green and sustainable customers/products. Accordingly, the strategic business orientation for 2026 includes:

BUSINESS STRATEGIC ORIENTATION FOR 2026

- Implementing a multi-channel sales strategy supported by a "Digital Convergence" strategy aims to serve and meet the diverse needs of customers across all segments with a wide range of products and services; superior service quality; many attractive and competitive offers; and specialized solutions and policies tailored to the specific characteristics of each segment and industry.
- A breakthrough in business efficiency is achieved through optimizing and diversifying sales channels with specialized policies tailored to each target group, coupled with effective monitoring and management, combined with appropriate sales and marketing campaigns.
- Accelerate the disbursement of green credit funds from international organizations, expand the green credit customer base, promote safe credit growth, and manage socio-environmental risks in investment/credit granting.
- Maximize the potential of the existing customer base and seek out new potential customers, especially by leveraging the value chain based on the "Wholesale Retail" model. (Details can be found in Section I.7. Value Chain and Factors Driving Growth for SeABank's Strategy to 2030 (page 40-41) of this Report).

Detailed operational plan for 2026 by business segment:

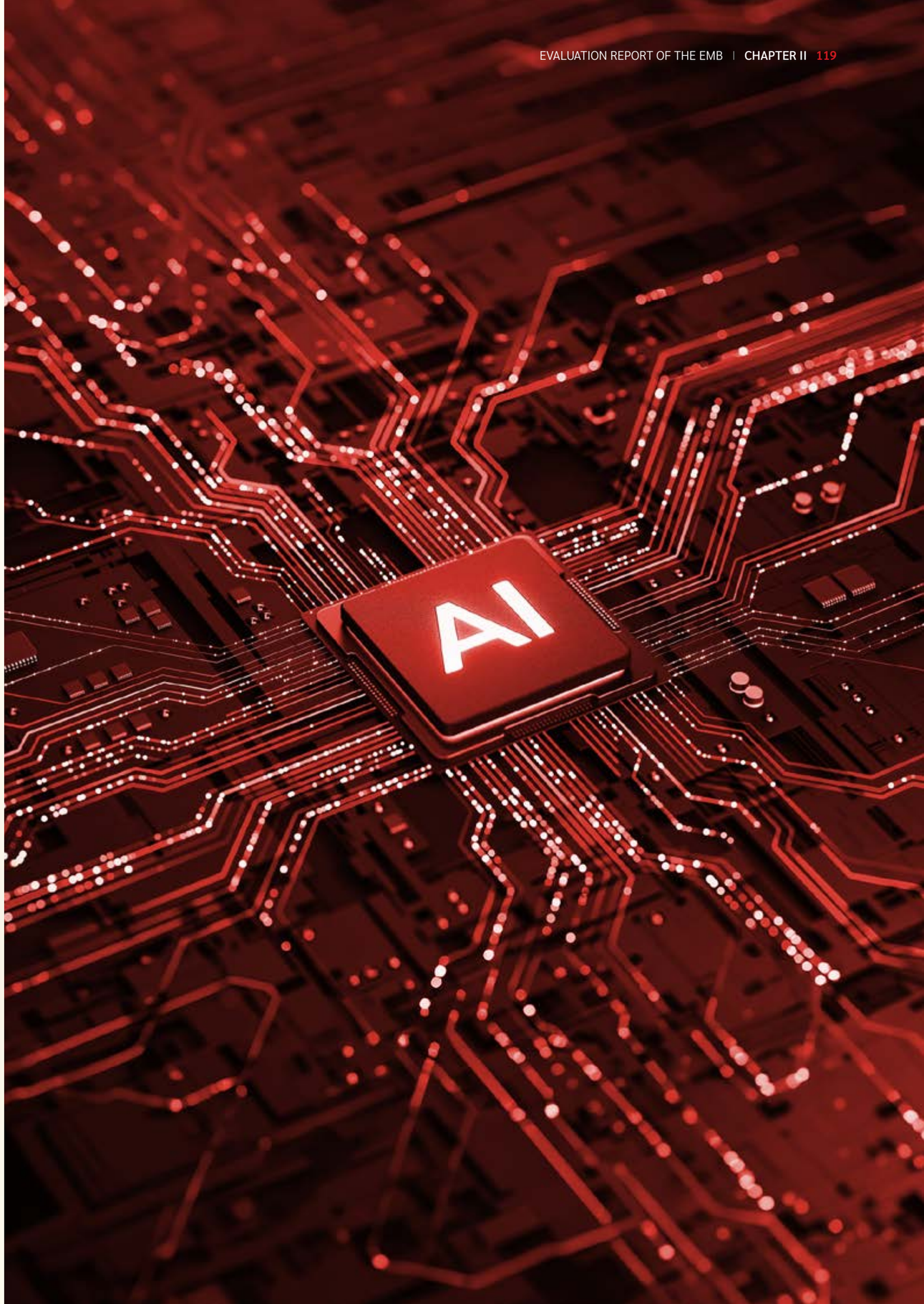
Business segment	Development focus	Goals and development plan for 2026
LARGE CORPORATE BANKING	Expand sales and develop a focused customer base	**Objective:** Total Interest Income (TOI) is targeted to grow to VND 5,101 billion, equivalent to 114% of the 2025 target, while focusing on boosting non-interest income (NOII) and sustainable deposit growth. **Action Plan:** To realize this ambition, SeABank focuses on 3 key solutions and 7 key customer groups. These include: • 3 key solutions: » Maximize the potential of the ecosystem of 5-7 leading FDI enterprises in the supply chain to spread products and services to satellite suppliers and workers. » A new cross-selling campaign for retail banking products will be conducted through on-site digital experience events. » Elevate consulting capabilities, transforming each Relationship Manager into a strategic consultant, using data and AI to deliver superior value to clients. • Based on Vietnam's economic growth potential and investment trends, SeABank focuses on 7 key customer groups: » Group of businesses in the FDI sector, » Import and export, » Public investment, » Education and Training, » Health & healthcare, » Promoting the development of the customer ecosystem, » Focus on leveraging existing customers.
CORPORATE BANKING	Improve operational efficiency, increase revenue quality, and optimize capital structure	**Objective:** To improve operational efficiency, increase revenue quality, and optimize capital structure. **Action plan:** • Maintain and improve efficiency indicators (such as NoII/TOI), while boosting CASA to optimize capital costs. • Promoting cross-selling and value chain solutions aims to increase engagement and expand the "share of wallet" for corporate customers. **Objective:** To accelerate the digitalization of the e-bankinging platform and expand feature sets to meet business needs. **Action plan:** • Implement and refine new features (online guarantees, online deposits, mechanisms to support large transfer orders, etc.). • Designing a solution package based on the customer journey: cash flow – payments, deposits, credit/guarantees, business management; reducing feature fragmentation. **Objective:** To diversify credit solutions by industry/context and expand the product ecosystem. **Action plan:** • Implement credit packages tailored to specific sectors/partners (EVN contractors, VinFast electric vehicle dealers, industrial park customers, etc.) to enhance competitiveness and meet practical needs. • Develop tools for batch card issuance and customized cashback mechanisms; deploy the SeABiz Ultra Cash debit card for corporate clients.
CORPORATE BANKING *(cont.)*	Growth in depth, shifting from a focus on scale to maximizing TOI and profitability, innovation through technology, and leading the business with data	The strategic focus includes: vertical business development; product solution diversification; improved risk management; customer development; and refinement of the digital platform. • Implementing vertical business models, providing solutions along the value chain and within the customer ecosystem. » Designing product packages and policies tailored to specific industries/ supply chains (contractors, industrial parks, logistics, e-commerce, energy, etc.) to enhance competitive advantage. » Increase partnerships to expand touchpoints, boost revenue, and improve service quality. • Raise the standards of proactive risk management, control the quality of growth, and reduce the generation of new overdue loans. » Conduct periodic reviews by category; monitor cash flow weekly; control large disbursements; strengthen debt recovery efforts and provide early warnings. » Combining data and analytical tools to support risk identification by industry/customer group and optimize credit granting policies.
TREASURY	Business development	• Continue to boost interbank capital transactions to ensure liquidity and liquidity ratios for the entire system. • Strengthening capacity and risk management to improve the efficiency of proprietary trading in bond, foreign exchange, and short-term interbank market capitalization. • Achieve business targets as planned by the HR Committee.
	Product development	• Promote the development of repo transactions for government bonds, focusing largely on repo products related to government bonds and government-guaranteed bonds. Expand repo transactions for government bonds issued by credit institutions with sound financial capabilities, stable business operations, and safety; and simultaneously promote the development of LC UPAS financing transactions in the interbank market. • Diversify products and services, research and develop new products in the money and foreign exchange markets in accordance with the regulations and guidelines of regulatory agencies and the law.
	Developing partnerships and customers	• Continue to strengthen and expand partnerships with credit institutions and non-financial institutions, and increase bilateral credit limits. • Expanding market share, diversifying products, and focusing on boosting customer growth, particularly targeting medium-sized import/export and FDI clients, as well as supply chain customers.

Detailed operational plan for 2026 by business segment (continued)

Business segment	Development focus	Goals and development plan for 2026
TREASURY *(cont.)*	Enhance market position	• Maintaining its position as the leading market maker in the domestic market in key operations: USD/VND spot, USD/VND foreign exchange swap, bond trading, and Repo. • Aiming for top 5 sales rankings from VBMA, Refinitiv, and HNX associations.
RETAIL BANKING	Product development	• Continue to expand the product portfolio, offering flexible and attractive financial solutions to attract new customers and retain existing ones. • Intensify the implementation of sales programs and promotional campaigns on digital platforms for credit products, NFX, cards, etc. • Enhance security, reduce risks, and prevent fraud in transactions. • Credit: Focus on expanding home loan programs with preferential interest rates, targeting young customers; Promote medium and long-term lending, optimizing flexible interest rate policies; Tighten approval processes. Key plan objectives for 2026: » Net outstanding loans are projected to increase by VND 18,000 billion, a growth of 40%, reaching VND 62,000 billion by the end of 2026. » Medium and long-term loans account for 75% of total outstanding loans, raising the proportion of home loans to 50%, while consumer loans are growing under controlled conditions. » Optimize short-term loan portfolios, focusing on customers with good credit histories to keep non-performing loans below 3%. Improve service quality and increase the number of new customers by 40%. • Card and account products:: » Increase the proportion of card products opened through online channels. » Improve quota allocation policies and optimize operational processes to enhance efficiency, minimize costs, and control product quality. » Developing and promoting new products with superior features and a strong impact that attracts a large target customer group in the market, such as co-branded products with influential individuals. » Increase the proportion of CASA (Current Account Savings Account) to optimize capital sources in line with the scale and structure of credit growth and payment activities in the system, especially cashless payments. » Strengthen efforts to find and maximize revenue from fees related to current account accounts and customer account transaction activities in order to increase the proportion of non-interest income.
RETAIL BANKING *(cont.)*	Developing a partner ecosystem	• Building a personal finance ecosystem, connecting diverse services from credit, investment, insurance to consumer spending. Strengthening cooperation with Fintech companies and developing a comprehensive financial platform. • Deploying SeABank's products and services to strategic partners; seeking and exploiting new customers, new partners, and customer ecosystems within corporations/companies that conduct transactions through SeABank. • Intensify efforts to target payroll and agency chain customers, aiming to sell at least 3 products per customer, including current accounts, savings accounts, and credit (credit cards/loans), with the goal of becoming the primary transaction bank for these customers. • Providing SeAPayment payment solutions to partners in the retail sector, expanding to the service sector (restaurants, hotels, etc.) and education.
SUSTAIN-ABLE PRODUCTS	Expand with a focus on key areas, develop in depth	• Deepen the SeAPower ecosystem by focusing on "lifecycle support" for women-owned businesses. » Upgrade your financial solutions package (credit, cash flow, cards) and combine it with consulting/training services tailored to your business's stage of development. » Integrating digitalization into customer care and service delivery: increasing the use of digital channels, increasing transaction frequency, and improving the overall customer experience. • Expand partnerships and communication strategies across industry clusters/local areas to increase reach. » Prioritize sectors with a high proportion of women-owned businesses and a consistent need for cash flow. » Standardize messaging and communication tools to increase implementation effectiveness at branches/business units.

The "Digital Convergence" Strategy for Comprehensive Digitalization

Business segment	Digitalization goals and plans for 2026
LARGE CORPORATE BANKING	• Continue investing in and implementing the comprehensive digitalization project for the entire process: » The initial phase of implementing the CRM system is expected to be completed in 2027. » Applying artificial intelligence (AI) to data analysis will help 100% of operational staff optimize productivity, with completion expected in 2026.
CORPORATE BANKING	• A breakthrough in end-to-end digitalization for businesses, using e-banking as the core infrastructure for cash flow and business operations solutions. » Continue digitizing key operations (credit, opening LCs) according to the prioritized roadmap; optimize bottlenecks to shorten processing time. » Expanding the integration of identity verification and partner connectivity (VNeID, Open Banking) aims to accelerate solution deployment and optimize connectivity costs. • Drive business with data and AI, boost team productivity, and improve consulting quality. » Expand AI Dashboard/AI Assistant to support analysis, evaluation, and operations; reduce repetitive tasks and speed up document processing. » Develop product recommendations based on customer context (size, industry, cash flow), improving sales effectiveness and customer service quality.
RETAIL BANKING	• Positioning the bank to become a leader in digitized personal lending: » Upgrade the automated loan approval system, expanding data integration with third parties (credit companies, consumer data); » Developing AI-based personal credit scoring models to increase access to credit. • Digitizing products and processes to shift traditional sales channels to online sales channels for products, thereby expanding the user base and promoting cashless payments; enhancing customer experience. • Integrating technologies such as AI, upgrading and improving system features and utilities, to provide a user-friendly interface, fast speed, convenient, safe, and secure experience.



IV. BOD' EVALUATION OF 2025 PERFORMANCE

BOD' EVALUATION OF THE BANK'S PERFORMANCE

Evaluation of the Bank's performance:

Profit before tax

6,868
billion VND

achieving
106% of the annual plan

Total assets

396,443
billion VND

21.72%
compared to 2024

- ***Business Performance Evaluation:*** *In 2025, SeABank continued to record positive operating results, stable and efficient growth, reflecting the flexible management capabilities of the BOD and the sound strategic direction of the BOD amidst the volatile macroeconomic and monetary policy environment. Specifically:*
  - » Profit before tax reached VND 6,868 billion, achieving 106% of the annual plan;
  - » Total assets reached VND 396,443 billion, an increase of 21.72% compared to 2024;
  - » Operational efficiency continued to improve, reflecting efforts in cost optimization, digital transformation acceleration, and enhanced operational quality: ROE reached 14.62%, and CIR decreased to 33.01%.
  - » The non-performing loan ratio is kept below 3%, demonstrating the effectiveness of credit risk management.

  - » Financial capacity continues to be strengthened through an increase in charter capital to VND 28,450 billion, contributing to consolidating the capital adequacy ratio, enhancing resilience against unpredictable market fluctuations, and creating a foundation for medium- and long-term growth, in line with the implementation of Basel III standards.
- **Evaluation of corporate governance and risk management:** The bank continues to approach and apply international standards and practices on corporate governance, risk management, and information disclosure in a transparent and accountable manner, including:
  - » Implementing the pillars of Basel III;
  - » Upgrade the risk management system and internal controls according to the COSO framework;
  - » Implementing the IFRS adoption roadmap, aiming for transparency in Financial Statementsing in accordance with international standards;
  - » Implement governance, risk, and compliance (GRC) initiatives as well as the quality assurance and improvement program for internal audits (QAIP).
  - » Upgrade the website, synchronize Vietnamese and English to enable bilingual information dissemination; publish Governance Reports and other reports and announcements in English.
  - » In 2025, SeABank will not receive any warnings or administrative penalties for violations in the field of information disclosure.
  - » The Bank's efforts to enhance transparency, accountability, and governance are consistent with VNCG, the OECD Corporate Governance Principles, and the criteria in ACGS.

SeABank's operations in 2025 clearly demonstrate a sustainable growth orientation, balancing efficiency, safety, and transparency, in line with best corporate governance practices in Vietnam, ACGS, and OECD.

Evaluation of market reputation

In 2025, with the belief that it could overcome all challenges, SeABank maintained its competitive position and reputation in the market. Some notable achievements include:

- SSB shares continue to receive positive market attention and remain included in the VN30-Index.
- SeABank's annual report and information transparency are highly regarded by organizations and continue to be recognized in the Top 10 Annual Reports in the Finance industry. This affirms the bank's reputation and quality of corporate governance, as well as its serious commitment to accountability and transparency in its operations.
- Moody's continues to maintain SeABank's Ba3 rating for its long-term deposits portfolio, and keeps its baseline credit evaluation (BCA) rating at B1 with a Stable outlook.
- SeABank's reputation in the international market continues to grow, attracting an additional US$80 million in foreign capital from Proparco and FMO, further strengthening its fundraising and resource expansion activities following reputable international investors such as IFC, DFC, Norifund, and AIIB...
- The bank is honored to have received numerous prestigious awards for sustainable development and ESG, details of which can be found in Chapter III of this Report.

BOD' EVALUATION OF THE EMB'S PERFORMANCE

The Bank's ability to manage and achieve key business plan objectives:

In 2025, the Bank's BOD was further strengthened with the addition of two members with extensive expertise and experience in retail banking and credit. Under the decisive leadership of the General Director and the effective coordination of the Deputy General Directors, the Bank completed and exceeded key business targets as planned by the BOD.

The BOD highly appreciates the General Director's ability to proactively and flexibly adapt to changes in the institutional and policy frameworks of the Government and the SBV, while maintaining operational stability and effectively controlling risks.

Evaluation of ESG Implementation – Effective Implementation of Sustainable Development Goals:

The BOD acknowledges the efforts of the General Director in integrating ESG elements into operational activities, specifically:

THE "GOVERNANCE" PILLAR

- **Establishing a Sustainable Development Management Advisory Unit:** To enhance the effectiveness of strategies, implement strategies at the executive level, and deploy sustainable strategies based on the three ESG pillars across the entire system, the General Director proposed to the BOD the establishment of a new International Strategy and Finance Division. Its main tasks will be to research and develop sustainable development strategies and propose specific solutions for implementing these strategies in the Bank's operations. This unit will advise and assist the General Director in sustainable development matters, making sustainable development a guiding principle in the Bank's programs and action plans.
- **Restructuring of Business Units:** The Retail Banking division, the Corporate Banking division, and the Large Corporate Banking division have been refined and restructured to enhance the Head Office's oversight of vertical business operations based on customer segments. Specifically: the Retail Banking division has been divided into the Retail banking Division and the Business Transformation & Digital Services Division for Retail banking; the functions and responsibilities of the Corporate Banking and Large Corporate Banking division have been revised and supplemented; and the Risk Management, Legal & Compliance Division have been restructured to improve the effectiveness of risk management, oversight, and compliance based on customer segments.
- **Continuing to improve the internal control system:** The system operates continuously and effectively, ensuring all lines of defense are in place, while (i) implementing risk management standards and complying effectively, thereby maintaining Moody's Ba3 rating for key categories; (ii) implementing international standards on internal control systems (COSO), Financial Statementsing according to IFRS standards, etc.; (iii) adjusting the assignment and delegation of authority to Deputy General Directors within the system, thereby creating a clear, transparent, and rigorous legal framework to ensure coordination among members of the BOD in management, and coordination between the BOD and the Divisions and Business Units, etc.

THE "SOCIAL" PILLAR

- **Customer-centric approach:** Continuing to implement various solutions to improve service quality and customer experience. The customer experience measurement system via Callbot reaches an average of approximately 50,000 customers per month, recording a CSAT of 95.02% and a NPS of 56%. The bank also implements a Secret Customer program, service quality monitoring system via camera, multi-channel customer surveys, and 30 training courses to enhance staff service skills. In addition, SeABank continues to personalize products, develop the SeALoyalty loyalty program, and build a closed-loop customer care process, contributing to an increasingly professional and efficient service experience.
- **Human resource development:** Developing a strong workforce in both quality and quantity, a respectful and equitable work environment with high engagement and satisfaction indices (maintaining above 90%), and being voted "Best Workplace in Vietnam 2025" for 5 consecutive years.
- **Social welfare:** Maintaining the operation of internal charitable funds, organizing and participating in a series of activities, contributing to promoting many SDGs areas such as health, education, poverty reduction... with a total budget of over VND 34 billion.

THE "ENVIRONMENT" PILLAR

SeABank has issued its Sustainable Development Strategy, which sets out specific goals and targets for sustainable development.

- Environmental and Social Risk Management: Upgrading the environmental and social risk management system to international standards, integrating supply chain risk evaluation and physical risks related to climate change. 100% of credit and investment projects are screened and assessed for environmental and social risks.
- Green Credit and Green Bonds: The total outstanding balance of green credit reached VND 1,634.1 billion, aiming to increase the proportion of green credit in the total credit portfolio to 5% by 2030. The Bank became one of the first private banks in Vietnam to issue a Green Bond Framework compliant with the principles of the International Capital Markets Association (ICMA) and being rated "Medium Green" – the second highest rating according to 6-tier 'Shades of Green' framework (S&P Ratings), laying the foundation for the issuance of green bonds in the next phase.
- Continuing the Digital Convergence strategy: Continuing to invest in digitalization projects to best serve the needs of all customer segments in a modern, secure, and safe manner... Applying modern technologies to reduce greenhouse gas emissions in internal operations such as digitizing processes and developing paperless banking, aiming for sustainable development and supporting the national goal of achieving net-zero emissions by 2050.

The BOD has successfully fulfilled its managerial role, effectively implementing the resolutions and strategic directions of the BOD, making a significant contribution to the Bank's positive performance in 2025.

Believe

BOD' PLANS AND DIRECTIONS FOR 2026

General orientation on corporate governance in 2026

a. Continue to improve the organizational structure and personnel of the BOD and the Supervisory Board of the Bank in order to further enhance the capacity of the BOD and the Supervisory Board, and their ability to meet good corporate governance practices in sustainable development according to VNCG 2026, ACGS, and the regulations of the SBV:

- The election of additional/replacement members of the Supervisory Board should prioritize individuals with extensive experience in the finance and banking sector to diversify capabilities, expertise, and experience, meeting the increasing operational needs of the Supervisory Board due to the addition of functions and duties as stipulated in the Law on Credit Institutions of 2024;
- Review and reassign work to members of the BOD and Supervisory Board based on the actual number of personnel elected in 2026 and the new regulations of the SBV in Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks, branches of foreign banks, VNCG 2026 and ACGS.
- Strengthening the support staff for the BOD and the Supervisory Board, in accordance with the VNCG 2026 and ACGS, and the requirements of Vietnamese law.

b. Review, restructure, and amend the functions and tasks of the Committees under the BOD based on the actual personnel situation and the requirements of Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks and branches of foreign banks, and the VNCG 2026 and ACGS 2025; review and improve the working processes of the Committees; and strengthen the personnel assisting the Committees to enhance the resources for the Committees to advise the BOD on sustainable development, especially in the governance pillar.

c. Research and consider establishing a Sustainable Development Committee with members experienced in implementing sustainable development strategies at international organizations to further enhance the deployment and monitoring of the sustainable development strategy at the Bank.

d. Establish and put into operation an Audit Committee under the BOD in accordance with the 2020 Enterprise Law, as amended and supplemented in 2025, the VNCG 2026 and the ACGS 2025, to advise and assist the BOD in monitoring the accuracy of financial statements, senior management of the internal control system, and review related-party transactions.

e. Continue reviewing and evaluating to improve the corporate governance framework in accordance with Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks and branches of foreign banks, the SBV's Sustainable Development Strategy, and the VNCG 2026 and ACGS, aiming towards the OECD/G20 Principles, as well as ensuring the Bank's commitments to international partners such as IFC, DFC, AIIB, Norfund..., with the goal of becoming a member of the VNCG50 and ACGS20 groups of companies.

f. Review and evaluate SeABank's sustainable development strategy in accordance with the SBV's Sustainable Development Strategy, VNCG 2026 ACGS, and towards the OECD/G20 Corporate Governance Principles, in line with the Bank's operational realities to ensure quality, efficiency, transparency, and protection of the rights and interests of stakeholders.

g. Review and evaluate the information disclosure practices, governance reporting system, annual reports, and sustainability reports according to international reporting standards, in line with the realities of the banking industry and SeABank.

h. Promoting digital transformation and developing modern cashless payment services in banking operations while ensuring security and safety, with priority given to directing the implementation of digital technology projects and centralized operations to support business activities in accordance with the Bank's new strategy, ensuring compliance with Resolution No. 57-NQ/TW of the Politburo in 2026 and Plan No. 01/KH-NHNN dated January 10, 2026. Specifically:

- Implement initiatives to digitize processes, products, and services.
- Ensuring information security, preventing cyber risks, and protecting customer rights;
- Integrating big data, AI, and new technologies to enhance customer experience while strengthening risk control.

BOD' orientation and action plan for 2026

a. The BOD' overall direction for 2026

- In 2026, the BOD's direction based on six strategic priorities:

1 **Compliance with the law - Transparency - Accountability**	Ensure strict compliance with the regulations of the SBV; improve the quality of information disclosure and policy communication; and strengthen the confidence of the market and stakeholders.
2 **Strategic leadership – Effective resource allocation**	Closely monitor the development and implementation of business plans and budgets; ensure that strategic decisions are consistent with the Bank's monetary policy operations, financial capacity, and risk management.
3 **Strengthening capital base and financial capacity**	The plan aims to increase charter capital and improve the capital adequacy ratio, creating room for sustainable growth and resilience to economic fluctuations.

4

Sustainable credit – Rigorous risk management

Implement controlled credit growth; prioritize production and business sectors and drivers of economic growth; strictly control sectors with potential risks; improve asset quality and control bad debts

Promote digital banking and modernize services; while strengthening technology risk management and ensuring the security and safety of information and payment systems

5

Digital transformation is linked to system security

6

Strengthen internal controls and independent oversight

Strengthen the supervisory role of the BOD, the Supervisory Board, and functional units; improve the effectiveness of internal inspection and auditing to prevent risks and ensure the safety and efficiency of operations

- Directing/guiding the supporting units and the CEO to implement governance work in 2026, in which the BOD identifies ESG as a central focus throughout: (i) Quantifying environmental and social objectives, building transparent ESG KPIs; (ii) Integrating ESG into business strategy and risk management; (iii) Disclosing information according to international standards, enhancing transparency and accountability.
- Directing and collaborating with the CEO to continue improving the internal control system to successfully implement the international COSO compliance control standard and considering the publication of financial statements according to IFRS standards to enhance the transparency and completeness of internal control points/risk management systems in accordance with legal regulations and international standards.
- Directing the development and implementation of the 2026 business plan and budget plan, closely following the solutions for managing monetary policy, credit, and banking operations of the Government and the SBV.
- Directing the review of the implementation of the following Plans/Strategies/Projects for the 2021-2025 period: (i) Restructuring associated with handling non-performing loans for the 2021-2025 period approved by the SBV, as a basis for developing a restructuring plan for the next period (if any) as required by the SBV; (ii) The Green Banking Development Project in Vietnam according to Decision No. 1604/QD-NHNN dated August 7, 2018; (iii) The National Action Plan to implement the 2030 Agenda for Sustainable Development; (iv) The Banking Sector Development Strategy to 2025 and orientation to 2023 according to Decision No. 1309/QD-NHNN; to serve as a basis for developing appropriate Plans/Strategies/Projects/Action Plans for the next period of the Bank.
- Directing the development of a contingency plan in case the credit institution is subject to early intervention as stipulated in Article 143 of the Law on Credit Institutions 2024, and enhancing the bank's capacity to respond to unusual situations.
- Directing the control of credit growth in a reasonable manner, adhering closely to the credit growth target in line with the targets assigned by the SBV and orienting the Bank's credit capital towards production and business sectors, especially priority sectors and growth drivers in accordance with the Government's policies, supporting socio-economic recovery and development; strictly controlling credit to sectors with potential risks.

b. BOD' Action Plan for 2026

To implement the above general directions, the BOD has approved the action program and plan for 2026 of the BOD according to Resolution No. 143/2026/NQ-HĐQT dated February 4, 2026, specifically as follows:

No.	Time	Action plan
1	**January**	1. Visiting and working with a number of exemplary business units in localities across the country from January 12th to 14th, 2025. 2. Attend the Bank's 2025 business review conference from January 16th to 18th, 2026 in Hanoi and Ninh Binh. 3. Attend the Bank's 2026 business kick-off conference on January 18, 2026 in Ninh Binh. 4. The BOD' meeting for Q4/2025 will be held on January 15, 2026 in Hanoi. 5. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the plan to hold the 2026 AGM. • Approved the Bank's 2025 Governance Report. • Approved the Q4/2025 Financial Statements. • Approved the Bank's 2026 budget plan. 6. Conduct a performance review of the BOD and each member of the BOD for the year 2025. Complete this review before January 12, 2026. 7. Activities of the BOD members: • Mr. Fergus Macdonald Clark - Independent Member, and Mrs. Khuc Thi Quynh Lam - Vice Chairperson of the BOD and member of the Risk Management Committee: attended the first six-month regular meeting of the Risk Management Committee on January 14, 2026. • Mr. Mathew Nevil Welch - Board Member, and Mr. Matthew Sander Hosford - Independent Board Member and Technology Committee Member: will attend the Technology Committee's regular meeting on January 15, 2026. • Mr. Mathew Nevil Welch - Board Member and Member of the HR Committee: attended the HR Committee meeting. • Board members participate in reception, ceremonial duties, welcoming and working with relevant units, organizations, and individuals as assigned by the Chairperson/Vice Chairperson of the BOD, including but not limited to: visiting and working at PwC Vietnam Audit Co. Ltd., contacting and meeting with the SBV Inspection Team... • Attend the Corporate Governance Scorecard training course organized by VIOD on January 23, 2026.
2	**February**	The BOD shall vote on matters within its authority through written consultations as notified by the BOD Office (when necessary).
3	**March**	1. The 32nd anniversary celebration of the Bank is scheduled for March 24, 2026. 2. BOD Meeting for Q1/2026: tentatively scheduled after the Bank's founding anniversary, March 25, 2025.

No.	Time	Action plan
		3. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the audited financial statements for 2025 (no later than March 27, 2026). • Approved the Program, the documents for the 2026 AGM.
4	April	1. Attending the 2026 AGM: In April 2026. 2. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the Bank's 2025 Annual Report. • Approved the Q1/2026 Financial Statements.
5	May	1. Conduct voting on matters within the BOD' authority through written consultations as notified by the BOD Office (if necessary). 2. Participate in the Training Course for Chairperson of the BOD organized by VIOD.
6	June	Conduct voting on matters within the BOD' authority through written consultations as notified by the BOD Office (if necessary).
7	July	1. The bank held a meeting to review its business performance for the first six months. 2. BOD Meeting for Q2/2026: scheduled before the 6-month business review meeting (scheduled for Thursday, July 23, 2026). 3. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the Q2/2026 Financial Statements. • Approved the Governance Report for the first six months of 2026. 4. Activities of the BOD members: • Mr. Fergus Macdonald Clark - Independent Member, and Mrs. Khuc Thi Quynh Lam - Vice Chairperson of the BOD and member of the Risk Management Committee: attended the regular six-month meeting of the Risk Management Committee. • Mr. Mathew Nevil Welch - BOD Member, and Mr. Matthew Sander Hosford - Independent BOD Member and Technology Committee Member: attended the Technology Committee's regular meeting. • Mr. Mathew Nevil Welch - BOD Member and Member of the HR Committee: attended the HR Committee meeting. • Board members participate in reception, ceremonial duties, welcoming and working with relevant units, organizations, and individuals as assigned by the Chairperson/ Vice Chairperson of the BOD.
8	August	Conduct voting on matters within the BOD' authority through written consultations as notified by the BOD Office (if necessary).

No.	Time	Action plan
9	September	1. Conduct voting on matters within the BOD' authority through written consultations as notified by the BOD Office (if necessary). 2. Participated in an intensive capacity-building training course for board members in Switzerland organized by VIOD.
10	October	1. BOD Meeting for Q3/2026 (scheduled for Thursday, October 22, 2026). 2. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the Q3/2026 Financial Statements 6.
11	November	Conduct voting on matters within the BOD' authority through written consultations as notified by the BOD Office (if necessary).
12	December	1. BOD Meeting for Q4/2026 (scheduled for Thursday, December 25, 2026). 2. Conduct voting on matters within the BOD' authority through written consultation as notified by the BOD Office, including but not limited to: • Approved the 2027 budget plan. • Approved the action plan, the BOD will hold its regular meeting in 2027. 3. Activities of the BOD and the Company's Management team: • Attending the 9th Annual Forum on Corporate Governance.

Key business plan targets for 2026

Target	Plan for 2026
Total asset growth	10% growth compared to 2025
Growth in mobilized resources	A 23% growth compared to 2025, including customer deposits, issuance of securities, and funding from financial institutions/organizations
Credit growth	Growth of 17%, adjusted based on the SBV's credit limit in each period
Profit before tax	Reached 7,068 billion VND
Net profit after tax	Reached 5,655 billion VND. A 3% increase compared to 2025.
ROE	Achieved 13%
Non-performing loan ratio	Less than 3% in line with SBV regulations

3 / SPREADING SUSTAINABILITY

CORPORATE GOVERNANCE

RISK MANAGEMENT AND COMPLIANCE

REPORT ON ENVIRONMENTAL AND SOCIAL IMPACT

V. CORPORATE GOVERNANCE

OVERVIEW OF CORPORATE GOVERNANCE ACTIVITIES

SeABank has reviewed, evaluated, and implemented its Corporate Governance principles in accordance with the provisions of the Law on Credit Institutions 2024; the Securities Law 2019 and its amendments and supplements; the Enterprise Law 2020 and other amendments, supplements, and replacements; VNCG 2009 and 2026, the OECD Principles, and the ACGS.

Simultaneously, the Bank's corporate governance activities are comprehensively reviewed and evaluated, based on and gradually applying good governance principles and practices according to international standards, in line with the requirements of development finance partners such as the International Finance Corporation's (IFC) Sustainable Development Matrix, the DFC's sustainable development standards, Norfund, and other international development finance organizations. This contributes to improving governance efficiency, enhancing transparency, and strengthening the Bank's risk management capacity.

The adoption of these standards is part of the Bank's long-term commitment to building a sustainable, transparent, and accountable governance foundation, specifically:

The legal framework for Corporate Governance has been improved

The legal framework for Corporate Governance in 2025 continued to be refined to align with the current situation, newly enacted legal regulations, and updated best practices and principles of corporate governance in Vietnam and internationally.

- Adjusting the Corporate Governance Regulations applicable to Banks based on the Law amending and supplementing the Enterprise Law of 2020, the Securities Law of 2019; Decree No. 245/2025/ND-CP amending and supplementing Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law and relevant guiding documents of the SBV.
- Continue to reform the personnel structure and improve regulations related to the operation of committees under the BOD: amend and supplement the Regulations on the organization and operation of the Risk Management Committee and the HR Committee; change the members of the Risk Management Committee according to Decision No. 1211/2025/QD-HĐQT, the HR Committee according to Decision No. 520/2025/QD-HĐQT, and the Technology Committee according to Decision No. 495/2025/QD-HĐQT.
- Continuing to refine the Sustainable Development and Risk Management Strategic Framework through the issuance of the Sustainable Development Strategy at SeABank under Resolution No. 1496/2025/NQ-HĐQT; the Interest Rate Risk Management Strategy on the Bank Book under Resolution No. 1449/2025/QĐ-HĐQT; the Market Risk Management Strategy issued with Resolution No. 1412/2025/NQ-HĐQT; the Operational Risk Management Strategy under Resolution No. 1336/2025/NQ-HĐQT; the Credit Risk Management Strategy Regulations under Resolution No. 1299/2025/NQ-HĐQT; the Green Bond Framework and Green Bonds for the Protection of Seas and Oceans under Resolution No. 1297/2025/NQ-HĐQT; and the Regulations on Evaluation and Management of Minimum Capital Adequacy Ratios according to Basel II 45/2025/NQ-HĐQT.
- Adjusting the assignment and delegation of authority: Supplementing the assignment of tasks for newly elected members of the BOD in 2025 (according to Decision No. 452/2025/QD-HĐQT of the BOD); reviewing and amending the delegation of authority for approval and decision-making for General Director Le Quoc Long according to Decision No. 41/2025/QD-HĐQT, creating a legal basis for the General Director to adjust the mechanism of task assignment and delegation of authority of Deputy General Directors and Division Directors to improve the efficiency of reporting and supervision.

Enhancing the efficiency of the BOD

In 2025, the BOD of SeABank will continue to strengthen its structure and operating methods in accordance with the 2020 Enterprise Law and its amendments; the 2024 Law on Credit Institutions, the 2026 Law on Corporate Governance, the 2023 Law on Corporate Governance, and the ACGS criteria, aiming to enhance independence, supervisory effectiveness, and accountability, specifically:

Strengthening the independence and diversity of the BOD

INDEPENDENT BOD MEMBER RATIO

The 2025 AGM elected an additional Independent Member to the BOD for the 2023–2028 term, bringing the total number of Independent Members to 3 out of 8 (equivalent to 37.5%), exceeding the minimum legal requirement and approaching OECD best practices in strengthening the Board's perspective.

- Independent BOD member
- BOD member

NON-EXECUTIVE BOD MEMBER RATIO

The BOD consists of 8 members, 100% of whom are non-executive members, ensuring a clear separation between governance and executive functions, thereby minimizing role conflicts and enhancing the quality of supervision of the BOD.

- Executive
- Non-executive

GENDER RATIO IN BOD

Gender diversity: The BOD maintains a 50% female representation (04/08), reflecting a level of gender diversity that is superior to the market average and consistent with OECD recommendations and ACGS' criteria for a diverse BOD.

- Male
- Female

** Mr. Mathew Nevil Welch has been an Independent Member of the Bank's BOD since 2022, and therefore remains eligible to be an Independent Member of the BOD according to the standards and conditions of the 2020 Enterprise Law and the corporate governance principles of VNCG 2026 and OECD; bringing the total number of Independent Members of SeABank's BOD to 3 out of 8 members.*

DIVERSE IN EXPERTISE, EXPERIENCE, AND AGE:

The BOD members possess diverse professional backgrounds in finance and banking, law, risk management, international finance, and sustainable development. Many members have experience at international financial institutions and global organizations, notably:

- Madame Nguyen Thi Nga and Mrs. Khuc Thi Quynh Lam, with nearly 30 years of experience; Mr. Mathew Nevil Welch, with 40 years of experience; and Mr. Fergus Macdonald Clark, an Independent Member with 26 years of experience in the international finance and banking sector, specializing in risk management, green banking, and sustainable development.
- Mrs. Tran Thi Thanh Thuy, newly added in 2024, is a highly experienced individual with nearly 30 years in the Bank's retail operations and extensive relationships contributing to the Bank's retail development;
- Mr. Matthew Sander Hosford has over 35 years of experience in banking, particularly in corporate credit and finance, at major international financial institutions such as IFC.

The diversity of expertise, experience, and age enables the BOD to make strategic decisions that balance growth, risk control, and long-term sustainable development.

Improve operational efficiency and monitoring mechanisms

- Review and refine the structure and functions of the committees reporting to the BOD (Risk Management Committee, HR Committee, Technology Committee) to enhance strategic oversight and risk management, and support the BOD in effectively fulfilling its responsibilities according to ACGS's "Responsibilities of the Board" criteria. Accordingly:
  - » Amend and supplement the Regulations on the organization and operation of the Risk Management Committee and the HRC.
  - » Changes to the membership of the Committees: Risk Management Committee according to Decision No. 1211/2025/QD-HĐQT, HRC according to Decision No. 520/2025/QD-HĐQT, Technology Committee according to Decision No. 495/2025/QD-HĐQT.
- Maintain a mechanism for regular and extraordinary meetings with thematic reports on business, risks, internal control, capital adequacy, and ESG; while ensuring a two-way consultation mechanism between the BOD and the CEO, facilitating effective oversight and timely decision-making. Details of the Committees' activities and a list of BOD decisions and resolutions issued are available on V-6 (page 202-207).
- Monitoring the performance of the BOD through:
  - » The senior management's oversight mechanism covers internal control, risk management, and capital adequacy levels as stipulated by the SBV.
  - » The mechanism involves reporting work progress and work plans on a regular weekly, monthly, and quarterly basis.
  - » Regular meetings and performance reviews of the BOD are conducted according to SeABank's regulations to serve as a basis for salary and bonus increases for the BOD.
  - » Through the approval/issuance of resolutions/ decisions of the BOD for the CEO to implement.

Performance and accountability evaluation

- The BOD has clearly assigned tasks to each member in accordance with Decision No. 291/2023/QD-HĐQT dated May 16, 2023, and Decision No. 307/2024/QD-HĐQT dated April 17, 2024. In 2025, the BOD further assigned duties to Mr. Matthew Sander Hosford in Decision No. 452/2025/QD-HĐQT dated April 25, 2025.
- Implement an annual performance evaluation mechanism for BOD members based on transparent criteria (according to the Internal Regulations on Corporate Governance approved by the GMS on November 5, 2024; detailed performance evaluation results are available on pages 120-123, 197 of this report). These criteria include:
  - » The level of completion of assigned tasks includes: (i) the level of completion, volume, quality, and efficiency of work; (ii) the development and performance of units/ projects; and (iii) the overall results of the bank, which may include ESG indicators.
  - » Moral character, lifestyle, ideology, adherence to and compliance with the Charter, policies and guidelines of SeABank, and legal regulations.
  - » A spirit of learning, honesty, a willingness to improve in work, organizational skills, discipline, and a sense of responsibility in the job.
  - » Management skills, work style, and attitude;
  - » Unity and cooperation within the unit, with other units, and the level of trust among staff.
- Continue to refine and further improve the effective coordination mechanisms among Board members, and between the BOD and the EMB: the supervisory mechanism of senior management over the EMB, the mechanism for regular meetings and reports, direct meeting attendance, and consultation from the BOD to the EMB through various forms, ensuring that information and work flow smoothly, clearly, and transparently within the BOD as well as from the BOD to the EMB and the Bank's management team.

Details are in accordance with Articles 44 and 45 of the Internal Regulations on Corporate Governance approved by the GMS on November 5, 2024, and the directives of the BOD in 2025 (Directive No. 313/2025/CT-HĐQT dated April 23, 2025, on improving the work of members of the BOD; Directive No. 743/2025/CT-HĐQT dated July 1, 2025, on implementing the directives of the SBV to ensure system safety; Directive No. 1111/2025/CT-HĐQT dated September 15, 2025, on credit granting activities...).

Effective Implementation of Strategic Monitoring

Sustainable strategic orientation, integrating ESG into banking operations

G The "Governance" pillar

Establish specialized strategic planning units	• To enhance the effectiveness of strategic planning, strategy implementation at the executive level, and the deployment of a sustainable development strategy with the three ESG pillars across the entire system, based on the General Director's proposal, the BOD established a new International Strategy and Finance Division (according to Resolution No. 557/2025/NQ-HĐQT dated May 26, 2025 and Decision No. 558/2025/QĐ-HĐQT dated May 26, 2025) with the main tasks of researching and developing sustainable development strategies and proposing specific solutions to implement sustainable development strategies in the Bank's operations. This division will advise and assist the General Director in sustainable development work, making sustainable development a guiding principle in the Bank's programs and action plans, and implementing the strategies and directives of the BOD. • The BOD has also directed the implementation of the National Strategy on Green Growth for the period 2021-2030 (according to Directive No. 622/2025/CT-HĐQT dated September 12, 2025) and established the Strategic Indicator Research Committee (according to Directive No. 374/2025/CT-HĐQT dated April 10, 2025) to continue researching and proposing strategic indicators suitable for the Bank.
Restructuring Business Units	• Restructuring and streamlining HO business divisions (Retail banking, Corporate banking, and Large Corporate Banking) to enhance the Head Office's oversight of vertical business operations based on customer segments, specifically: transforming the Retail banking Division into 2 divisions (Retail banking Division; Business Transformation and Digital Services Division for Retail banking); revising and supplementing the functions and responsibilities of the Corporate and Large Coporate Banking divisions; and restructuring the RM, L&C Division to improve the effectiveness of oversight, risk management, and compliance according to customer segments.
Continue to improve the internal control system	• The system operates continuously and effectively, ensuring full lines of defense, while (i) implementing risk management standards and complying effectively, thereby maintaining Moody's Ba3 rating for key portfolios; (ii) implementing international standards on internal control systems (COSO), Financial Statementsing according to IFRS standards, etc.; (iii) adjusting the assignment and delegation of authority to Deputy General Directors within the system, thereby creating a clear, transparent, and rigorous legal framework to ensure coordination among members of the EMB in management, and coordination between the EMB and the Divisions, BUs.

S The "Social" pillar

- **Customer-centric approach:** Continuing to implement various solutions to improve service quality and customer experience. The customer experience measurement system via Callbot reaches an average of approximately 50,000 customers per month, recording a CSAT of 95.02% and a NPS of 56%. The bank also implements a Secret Customer program, camera surveillance, multi-channel customer surveys, and 30 training courses to enhance staff service skills. In addition, SeABank continues to personalize products, develop the SeALoyalty loyalty program, and build a closed-loop customer care process, contributing to an increasingly professional and efficient service experience.

CSAT
95.02%

NPS
56%

- **Human resource development:** Developing a strong workforce in both quality and quantity, a respectful and equitable work environment with high engagement and satisfaction indices (maintaining >90%), and being voted "Best Workplace in Vietnam 2025" for 5 consecutive years.
- **Social welfare:** Maintaining the operation of internal charitable funds, organizing and participating in a series of CSR activities, contributing to promoting many SDGs areas such as health, education, poverty reduction... with a total budget of over VND 34 billion.

E The "Environment" pillar

SeABank has issued its Sustainable Development Strategy, which sets out specific goals and targets for sustainable development.

- **Environmental and Social Risk Management:** Upgrading the ESMS to international standards, integrating supply chain risk evaluation and physical risks related to climate change. 100% of credit and investment projects are screened and assessed for E&S risks.
- **Green Credit and Green/Blue Bonds:** The total outstanding balance of green credit reached VND 1,634.1 billion, aiming to increase the proportion of green credit in the total credit portfolio to 5% by 2030. SeABank issued a Green Bond Framework compliant with the principles of the International Capital Markets Association (ICMA) and being rated "Medium Green" – the second highest rating according to 6-tier 'Shades of Green' framework (S&P Ratings), laying the foundation for the issuance of green bonds in the next phase.
- **Continuing the Digital Convergence strategy:** Continuing to invest in digitalization projects to best serve the needs of all customer segments in a modern, secure, and safe manner... Applying modern technologies to reduce greenhouse gas emissions in internal operations such as digitizing processes and developing paperless banking, aiming for sustainable development and supporting the national goal of achieving net-zero emissions by 2050.

Ensuring openness and transparency in information disclosure

Standardizing reporting management practices	• The Bank continues to implement the International IFRS alongside Vietnamese Accounting Standards to enhance international comparability, reliability, and integrity of financial information. In 2025, the Bank continued to prepare consolidated financial statements for 2024 according to international standards and gradually move towards widespread publication according to a suitable roadmap. • Adherence to a comprehensive reporting regime, meeting regulatory requirements such as: Self-evaluation reports, internal control evaluation reports, and limited assurance reports on internal control systems related to the preparation and submission of financial statements, while expanding the application of advanced governance reporting frameworks such as Basel III (Risk Management), COSO (Internal Control), and E&S governance reports as required by international financial institutions such as IFC, Norfund, AIIB, DFC, and other international reporting standards. This strengthens consistency, reliability, and enhances oversight capabilities throughout the entire system.
Enhancing the transparency and accessibility of the information disclosure system	The information disclosure system is being restructured to improve access to information for domestic and foreign investors, in line with OECD best practices and ACGS 'disclosure' criteria. Some key activities in 2025 include: • The new SeABank website has been launched with a user-friendly UX/UI interface and content flow. The website content is bilingual (English and Vietnamese), regularly reviewed, and ensures timely, complete, and transparent information disclosure in accordance with best practices in Vietnam and internationally. • Maintain regular updates and continuously refresh the content and format on official communication channels such as Facebook, YouTube, TikTok, Zalo, etc. This allows for timely communication of key information to customers, partners, and stakeholders.
Strengthening transparency with assurance from an independent third party	The Bank's internal control system is subject to annual independent audits to ensure transparency. In 2025, SeABank conducted an independent audit with PwC (Vietnam) Limited. The audit results will serve as the basis for the BOD to assess the effectiveness of controls, thereby enabling continuous improvement and ensuring the completeness of the internal evaluation process regarding capital adequacy, including control culture, risk identification and evaluation, control activities, information exchange, and monitoring mechanisms.

Enhancing the supervisory role of the BOD regarding environmental and social issues

The highest person in charge of supervising socio-environmental issues

Board members are assigned to directly monitor, advise on, and supervise matters related to ESG, climate change, and green credit.

Mr. Le Van Tan
Chairperson of the BOD

Mr. Matthew Sander Hosford
Independent Member of the BOD

Mr. Fergus Macdonald Clark
Independent Member of the BOD

BOD' oversight of environmental and social issues

Environmental and Social Risk Management Monitoring through the Risk Management Committee: The BOD monitors environmental and social issues through the Risk Management Committee. The Committee includes Mr. Fergus Macdonald Clark, an independent foreign member with over 28 years of experience in banking risk management, including green credit and sustainable development risk management, thereby enhancing objectivity and an independent perspective on ESG risks.

Advisory activities	In 2025, the Risk Management Committee advised the BOD to finalize the Environmental and Social Risk Management Framework (ESMS), develop policies and programs to promote green credit, linked to sustainable development goals, in order to issue/amend/supplement procedures and policies under the authority of the BOD related to operational risk management of SeABank, including: • Credit risk management strategy at SeABank. • Operational Risk Management Strategy at SeABank. • Market Risk Management Strategy at SeABank. • Interest Rate Risk Management Strategy on the Bank Book at SeABank. • Sustainable Development Strategy at SeABank. • Risk appetite at SeABank 2026-2030. • Capital plan and allocation for 2025.
Periodic monitoring and reporting activities	• The RM, L&C Division acts as the focal point for preparing internal risk Governance Reports and submitting them to the Risk Management Committee (through the Committee Secretary). Based on the Division's reports, the Risk Management Committee has a basis for conducting evaluations and advising the BOD on the bank's risk management. • The reports implemented in 2025 include: Reports on key risks (credit risk, market risk, interest rate risk on the banking book, liquidity risk); Capital adequacy ratio report; Anti-money laundering report; Report on the implementation of the Green Banking – Sustainable Development Strategy...

Monitoring environmental and social risks in credit operations:

- Conducting socio-environmental impact evaluations for funded projects, including impacts on communities, cultural heritage, workers, and vulnerable groups. By 2025, SeABank will have assessed and screened risks for 100% of relevant credit applications. The mechanism for receiving and handling community complaints is transparent, and no related complaints were recorded in 2025.
- Monitoring the credit portfolio based on environmental and social risk levels and establishing credit limits for high-risk transactions aims to promote responsible lending, aligned with long-term sustainability goals. In 2025, SeABank reviewed and revised its Credit Risk Management Strategy to formalize this content.

System-wide compliance monitoring:

- The implementation of the sustainable development strategy based on the three ESG pillars is periodically assessed at the BOD level; environmental and social risks are monitored throughout using a three-line-of-defense model.
- The bank maintains and updates its system-wide Code of Professional Ethics to unify a culture of integrity in line with its sustainable strategy, including:
  - The code of ethics applies to all employees throughout the system, the Supervisory Board, and internal auditors.
  - Code of conduct for Board members (currently being finalized).
  - Compliance with the rules is monitored through the Risk Management, Legal & Compliance, and Internal Audit departments under a three-line defense mechanism. Details are provided in Decision No. 144/2022/QD-HĐQT dated February 10, 2022, of the BOD and its implementing guidelines.

Whistleblowing mechanism

The process is implemented through dedicated hotlines and email channels. The reporting procedure follows Decision No. 144/2022/QD-HDQT dated February 10, 2022, of the BOD and its implementing guidelines.

Compliance - Risk Management, Legal & Compliance Division

BRG Tower, 198 Tran Quang Khai Street, Hoan Kiem ward, Hanoi

Phone: +84 24 3944 8688 (ext: 8409)

Email: baocaosaipham@seabank.com.vn

ORGANIZATIONAL STRUCTURE OF THE BOD AND SUBORDINATE COMMITTEES

BOD: Diversity – Efficiency – Dedication

SeABank's BOD consists of 8 members, appropriate to the scale of operations and governance requirements of a joint-stock commercial bank. The Board structure is designed with a non-executive orientation, ensuring a clear separation between governance and executive functions, in line with the OECD's principles of good corporate governance and the ACGS' "Responsibility of the BOD" criteria. Of the 8 members, 2 are independent, meeting the requirements of current securities law and providing a foundation for enhanced objectivity and independence in supervision and decision-making.

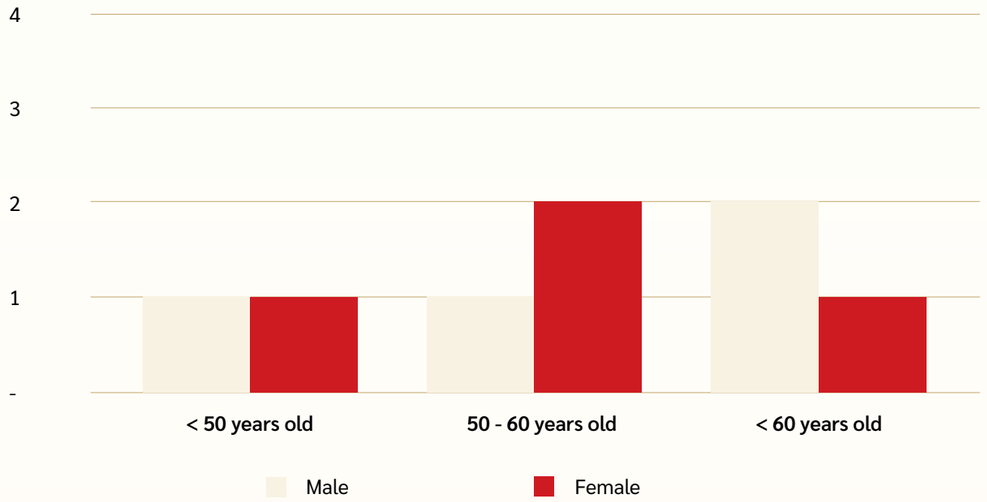
With a sustainable development strategy and a gradual approach to internationalization, the BOD of SeABank adheres to the guiding principle of "Diversity - Efficiency - Dedication". Accordingly, the BOD has a diverse structure, ensuring efficient operation, and its members are all dedicated and possess extensive experience in various professional fields, especially banking and finance.

Diversity

Gender and age diversity – a standout feature compared to market practices:

The SeABank BOD has 4 out of 8 female members (equivalent to 50% of the total number of members), a level of gender diversity that is superior to the average of listed companies in Vietnam and close to international practices on board diversification as recommended by the OECD.

GENDER AND AGE OF BOD MEMBERS



In terms of age, the BOD has a harmonious mix of experienced members and members from the next generation of leaders, helping to ensure continuity, stability, and adaptability in long-term governance.

Diversity of expertise and experience – the foundation for effective supervision

- The structure of SeABank's BOD reflects diversity and mutual complementarity in capabilities, with a combination of diverse expertise and experience, as follows:

Field	Assessing the actual structure at SeABank
Business administration and finance - banking	Many members have over 20 or 30 years of experience in finance, banking, and business management.
Risk management and finance - banking	The presence of members with in-depth experience in risk management, international finance, and financial policy meets the requirements for supervising the safety of the banking system.
Legal and corporate governance	Legal competence and in-depth understanding of domestic and international legal frameworks effectively support compliance and transaction governance.
International experience	Independent and non-executive members possess extensive experience working in international financial institutions and foreign markets, contributing to the enhancement of strategic discussion quality and alignment with international best practices.

- BOD member competency matrix:

Full name	Job title	Field						
		Management - Banking and Finance	Accounting/Auditing	Retail	Risk management	Invest	Human Resources	Legislation
Mr. Le Van Tan	Chairperson of the BOD/ Chairperson of the Risk Management Committee/ Standing Vice Chairperson of the HRC	x		x	x		x	
Madame Nguyen Thi Nga	Permanent Vice Chairperson of the BOD/Chairperson of the HR Committee	x	x	x	x	x	x	
Ms. Le Thu Thuy	Vice Chairperson of the BOD/ Vice Chairperson of the HR Committee	x		x		x	x	
Mrs. Khuc Thi Quynh Lam	Vice Chairperson of the BOD/Member of the Risk Management Committee	x			x	x	x	x
Mrs. Tran Thi Thanh Thuy	BOD Member/ Supervisory Board Member	x		x		x	x	
Mr. Mathew Nevil Welch	BOD Member	x			x	x		
Mr. Fergus Macdonald Clark	Independent member of the BOD	x			x	x		x
Mr. Matthew Sander Hosford	Independent member of the BOD	x				x		
Mr. Nguyen Ngoc Quynh	Head of the Supervisory Board	x				x		
Mrs. Vu Thi Ngoc Quynh	Supervisory Board Member	x	x					
Mr. Nguyen Thanh Luan	Supervisory Board Member	x	x		x			
Mr. Luong Duy Dong	Supervisory Board Member	x	x					
Mrs. Vu Thu Thuy	Supervisory Board Member	x	x		x			

- Assessing the BOD' Competency Matrix:

The SeABank BOD' competency matrix demonstrates comprehensive coverage of key areas essential for a commercial bank in the context of digital transformation and sustainable development. Maintaining a high proportion of non-executive members, combined with gender diversity and international experience, contributes to enhancing the quality of discussion, decision-making, and independent oversight by the BOD.

Board Skills Matrix (compiled):

Competency/Experience Group	Level of presence in the BOD
Banking & Finance Management	Very powerful
Business strategy & management	Very powerful
Risk management & compliance	Very powerful
Finance – Accounting – Reporting	Strong
Capital markets & fundraising	Strong
Technology & Digital Transformation	Strong
Human resources, compensation & leadership succession	Strong
Legal & Corporate Governance	Strong
Sustainable Development/ESG	Currently being reinforced.
International experience	Have
Gender diversity	Very powerful

Diversity of countries/regions:

The BOD has 3 out of 8 members who are foreigners (from Australia, the UK, and the US), playing an advisory and support role in implementing the Sustainable Development Strategy with the three ESG pillars according to international standards and practices:

- Providing diverse perspectives and advice to the BOD on international cooperation and international investor issues helps the Board make decisions that are more appropriate to the market context.
- Contributing to promoting SeABank's image in the international market.
- In 2025, foreign members undertook business trips and worked with foreign investors: Mr. Fergus Macdonald Clark visited France, and Mr. Matthew Sander Hosford visited and worked with foreign investors in the Netherlands.

Assessing the strengths of the BOD' structure:

- Some notable strengths in the structure of SeABank's BOD include
  - » 100% of the board members are non-executive, ensuring an independent oversight role.
  - » Maintaining a balanced male-female ratio demonstrates a clear commitment to diversity and gender equality, empowering women.
  - » Diverse expertise and experience, covering core areas of banking; Independent Members and an international element to enhance governance quality.
- The SeABank BOD' structure in 2025 is assessed as strong, balanced, and approaching good corporate governance practices in the region, particularly in terms of gender diversity, professional experience, and the absolute proportion of non-executive members. With continued enhancement of the role of Independent Members and increased disclosure in a quality-oriented manner, the SeABank BOD has a favorable foundation to meet the ACGS, OECD scoring criteria, and sustainable governance standards in the coming period.

Effectiveness

- In 2025, SeABank's BOD demonstrated a very high level of participation and oversight, with a structure that closely resembled best practices (especially regarding non-executive roles and gender diversity). The system of committees reporting to the BOD was streamlined towards specialization, clearly supporting the role of overseeing strategy, risk, human resources, and technology.
- BOD' Performance Through Meetings/Voting (Board Process):
  - » 100% Attendance Rate: All members achieved a 100% attendance rate (based on the number of meetings/consultations), demonstrating strong meeting discipline and a high level of commitment.
  - » Cases of non-participation in voting due to transactional involvement are clearly documented, ensuring the avoidance of conflicts of interest (according to OECD VI – integrity/COI; ACGS – RPT governance).

Dedication

The majority of the BOD members have extensive experience in the banking industry and related fields, and have dedicated a long history to the Bank, notably Madame Nguyen Thi Nga, Mr. Le Van Tan, Mrs. Khuc Thi Quynh Lam, Ms. Le Thu Thuy, etc. Their deep understanding of the market, economic fluctuations, and the Bank's internal workings enables the BOD to make accurate decisions and lead the way in applying innovative and modern solutions to enhance the Bank's competitiveness.

List of BOD Members

The detailed composition of SeABank's BOD as of December 31, 2025 is as follows:

"Diverse - Effective - Dedicated"

MR. LE VAN TAN

Chairperson of the Board

Year of birth: 1970

Experience/Expertise:

- Master of Business Administration - South Columbia University (USA)
- 18 years of experience in management and banking, 32 years of experience in retail

Job titles held at other organizations:

- Representative of SeABank's capital contribution in Duc Thinh Investment Construction and Trading Co. Ltd.
- SeABank shares owned:
  - » Number of shares owned: **11,575,697**
  - » Shareholding percentage: **0.407%**

MS. LE THU THUY

Vice Chairperson of the BOD

Year of birth: 1983

Experience/Expertise:

- Bachelor of Finance, Banking - Business Administration - George Mason University (Virginia, USA)
- 19 years of experience in business administration and banking

Job titles held at other organizations:

- Do not have
- SeABank shares owned:
  - » Number of shares owned: **65,646,053**
  - » Shareholding percentage: **2.307%**

MADAME NGUYEN THI NGA

Permanent Vice Chairperson of the BOD

Year of birth: 1955

Experience/Expertise:

- Bachelor of Economics - National Economics University
- Over 30 years of experience in business administration and banking management

Job titles held at other organizations:

- Chairperson of the Board of Members - Phu My Development and Investment Co. Ltd.
- Chairperson of the BOD - BRG Group - Joint Stock Company (JSC)
- Vice Chairperson of the BOD and General Director - North Hanoi Smart City Investment and Development Joint Stock Company
- Chairperson of the BOD - Vietnam Aircraft Leasing Corporation
- SeABank shares owned:
  - » Number of shares owned: **120,083,628**
  - » Shareholding percentage: **4.421%**

MRS. KHUC THI QUYNH LAM

Vice Chairperson of the BOD

Year of birth: 1973

Experience/Expertise:

- Bachelor of Law – Hanoi Law University, Bachelor of Foreign Languages
- 25 years of experience in the banking sector

Job titles held at other organizations:

- Chairperson of the BOD - Transport and Chartering Joint Stock Company
- Chairperson of the BOD - Thang Long GTC Joint Stock Company
- Chairperson of the BOD - Nghe An Agricultural and Aquatic Products Joint Stock Company
- Representing SeABank's equity stake in Van Loc Investment, Finance and Trading Co. Ltd.
- SeABank shares owned:
  - » Number of shares owned: **11,418,606**
  - » Shareholding percentage: **0.401%**

List of BOD Members (continued)

MR. MATHEW NEVIL WELCH (**)

Board Member

Year of birth: 1963

Experience/Expertise:

- Master of Business Administration - Harvard Business School (USA)
- 41 years of experience in international banking and finance, 12 years of experience in bank management

Job titles held at other organizations:

- Chairperson of the Board - Asia Dorset Management Pte. Ltd.
- CEO - Global Sage Executive Search.
- Representative of ORG JSC's capital contribution at SeABank
- SeABank shares owned:
  - » Number of shares owned: **100,000**
  - » Shareholding percentage: **0.004%**

MRS. TRAN THI THANH THUY

Board Member

Year of birth: 1965

Experience/Expertise:

- Master of Economics – Banking Academy
- With 37 years of direct experience in the finance and banking industry at organizations such as Vietnam Foreign Trade Commercial Bank (Vietcombank), Southeast Asia Commercial Bank (SEABank), and holding several important positions such as: Head of Special Clients Department, Deputy Director in charge of Special Clients Branch at Vietcombank. At SeABank, she served as Deputy General Director from 2015-2024 and was responsible for developing priority clients

Job titles held at other organizations:

- Do not have
- SeABank shares owned:
  - » Number of shares owned: **266,601**
  - » Shareholding percentage: **0.009%**

MR. FERGUS MACDONALD CLARK

Independent member of the BOD

Year of birth: 1976

Experience/Expertise:

- Master of Science majoring in Finance (Economic Policy); Bachelor of Business, Bachelor of Laws (Honours).
- Master of Finance and Economic Policy - University of London (United Kingdom).
- 28 years of experience in the finance and banking sector, specializing in risk management, law, and serving as a senior consultant and expert on projects at numerous Vietnamese and international organizations, including over 16 years working directly in finance and banking departments.

Job titles held at other organizations:

- Independent Member of the BOD (non-executive) and Member of the Supervisory Committee - Lewisham Plus Credit Union
- Director - Kingfisher Advisory Limited
- Director of Financial Markets - GBRW Limited
- Representing the capital contribution of Song Nhue Tourism Hotel Joint Stock Company at SeABank
- SeABank shares owned:
  - » Number of shares owned: **100,000**
  - » Shareholding percentage: **0.004%**

MR. MATTHEW SANDER HOSFORD

Independent member of the BOD

Year of birth: 1958

Experience/Expertise:

- Master of Business Administration - Harvard Business School (USA); Bachelor of Science - Brigham Young University (USA)
- He has over 35 years of experience in the finance and banking sector. He previously served as the CRO of Santander Bank (Hong Kong); and as a senior banking expert at IFC (a member of the World Bank)

Job titles held at other organizations:

- Do not have
- SeABank shares owned:
  - » Number of shares owned: **0**
  - » Shareholding percentage: **0%**

(*) According to the shareholder list as of December 31, 2025.

(**) According to the provisions of the 2020 Enterprise Law and the 2019 Securities Law, as amended and supplemented in 2024, Mr. Mathew Nevil Welch is identified as an Independent Member of the BOD, and the total number of Independent Members of the Bank is 03/08 members.

Organizational Structure of Committees Reporting to the BOD

The Risk Management Committee and the HR Committee, both reporting to the BOD, were established in 2010. In 2025, these committees will continue to be restructured in terms of organization and operation, with membership structure in accordance with legal regulations and SeABank's operational practices, aiming towards the standards, practices, and recommendations of good corporate governance from international organizations.

In October 2024, to meet the Bank's digital transformation and technology development needs, the BOD established the Technology Committee to advise and assist the BOD in this matter.

Specifically, the structure of the committees reporting to the BOD is as follows.

**The functions, duties, and operational details of the Committees reporting to the BOD are presented on the pages 202-205. Activities of the Committees reporting to the BOD of this Report.*

Risk Management Committee

Organizational structure of the Risk Management Committee (as of December 31, 2025):

TT	Full name	Job title	Experience/Expertise
1	**Mr. Le Van Tan**	Chairperson of the BOD - Chairperson of the Committee	• Master of Business Administration – South Columbia University (USA). • 18 years of experience in management and banking, 32 years of experience in business operations, retail, etc.
2	**Mrs. Khuc Thi Quynh Lam**	Vice Chairperson of the BOD - Voting Member of the Committee	• Bachelor of Law – Hanoi Law University; Bachelor of Foreign Languages. • 25 years of experience in the banking sector in various positions such as: Chief of Staff of the BOD, Deputy General Director, Vice Chairperson of the BOD; responsible for specialized areas such as corporate governance, human resource management and development, investment, risk management, etc.
3	**Mr. Fergus Macdonald Clark**	Independent Board Member - Voting Committee Member	• Master of Science majoring in Finance (Economic Policy); Bachelor of Business, Bachelor of Laws (Honours). • 28 years of experience working in the finance and banking sector, specializing in risk management, law, and participating as a consultant and senior expert in numerous projects at Vietnamese and international organizations, including over 16 years working directly in finance and banking departments.
4	**Mr. Ho Anh Vu**	Senior Expert, Office of the BOD - Member of the Committee	• Bachelor of Business Administration - Hanoi University • 21 years of experience in the finance and banking sector, including auditing at Deloitte Vietnam Co., Ltd., and serving as Risk Director at Techcombank...
5	**Mr. Le Quoc Long**	CEO - Non-Voting Member of the Committee	• Bachelor of Economics - Hanoi University of Finance and Accounting; Bachelor of Law • Over 30 years of direct experience working in the finance and banking sector at credit institutions, including nearly 18 years holding key positions at SeABank such as: Deputy General Director, Executive Deputy General Director, Acting General Director and General Director of SeABank; in charge of many specialized areas such as credit, retail banking, risk management...
6	**Mr. Nguyen Tuan Anh**	Deputy General Director - Non-Voting Member of the Committee	• Master of Business Administration - University of Hawaii (Manoa) • Member of the Association of Chartered Certified Accountants (ACCA); Certified Internal Auditor (CIA) of the Institute of Certified Public Accountants (IPA) in the US and Vietnam; 20 years of experience in the auditing industry, 6 years of experience in risk management at SeABank
7	**Mr. Vu Dinh Khoan**	Deputy General Director – Non-voting member of the Committee	• Bachelor of Economics (University of Economics) • 31 years of experience in the banking sector, including 13 years leading SeABank in positions such as Director of Control Division, Support & Development Division, and Deputy General Director

HR Committee

The personnel of the HR Committee were restructured according to the BOD for the 2023-2028 term, and the appointed CEO. All voting members of the HR Committee are non-executive members, ensuring independence from the Bank's EMB and gradually approaching best governance practices in Vietnam and internationally.

As of December 31, 2025, the members of the HR Committee and their current voting rights include:

TT	Full name	Job title	Experience/Expertise
1	**Madame Nguyen Thi Nga**	Permanent Vice Chairperson of the BOD - Chairperson of the Committee	Bachelor of Economics (National Economics University), 31 years of experience in the banking sector
2	**Mr. Le Van Tan**	Chairperson of the BOD - Standing Vice Chairperson of the Committee	Master of Business Administration (Columbia University, USA), 18 years of experience in management and banking
3	**Ms. Le Thu Thuy**	Vice Chairperson of the BOD - Vice Chairperson of the Committee	Bachelor of Finance, Banking - Business Administration (George Mason University - Virginia, USA), 19 years of experience in the banking sector
4	Mr. Mathew Nevil Welch	Board Member - Committee Member	• Master of Business Administration - Harvard Business School (USA) • 41 years of experience in international banking and finance, 12 years of experience in bank management
5	Mr. Le Quoc Long	CEO - Non-Voting Member of the Committee	• Bachelor of Economics (Hanoi University of Finance and Accounting); Bachelor of Law. • Over 30 years of direct experience working in the finance and banking sector at credit institutions, including nearly 18 years holding key positions at SeABank such as: Deputy General Director, Executive Deputy General Director, Acting General Director and General Director of SeABank; in charge of many specialized areas such as credit, retail banking, risk management...
6	Mrs. Bui Thi Hai Yen	Director of Human Resources Management and Development Division - Non-Voting Member of the Committee	Bachelor of Finance and Accounting (University of Commerce) and Bachelor of Russian Language (Hanoi University of Foreign Languages), 19 years of experience in human resources, including 12 years in the banking sector

Technology Committee

The BOD, established in October 2024, is a subordinate body of the SeABank BOD. It serves as an advisory and support body to the BOD in carrying out its duties and powers related to the Bank's technology and digital banking issues, and performing other tasks assigned by the BOD (if any).

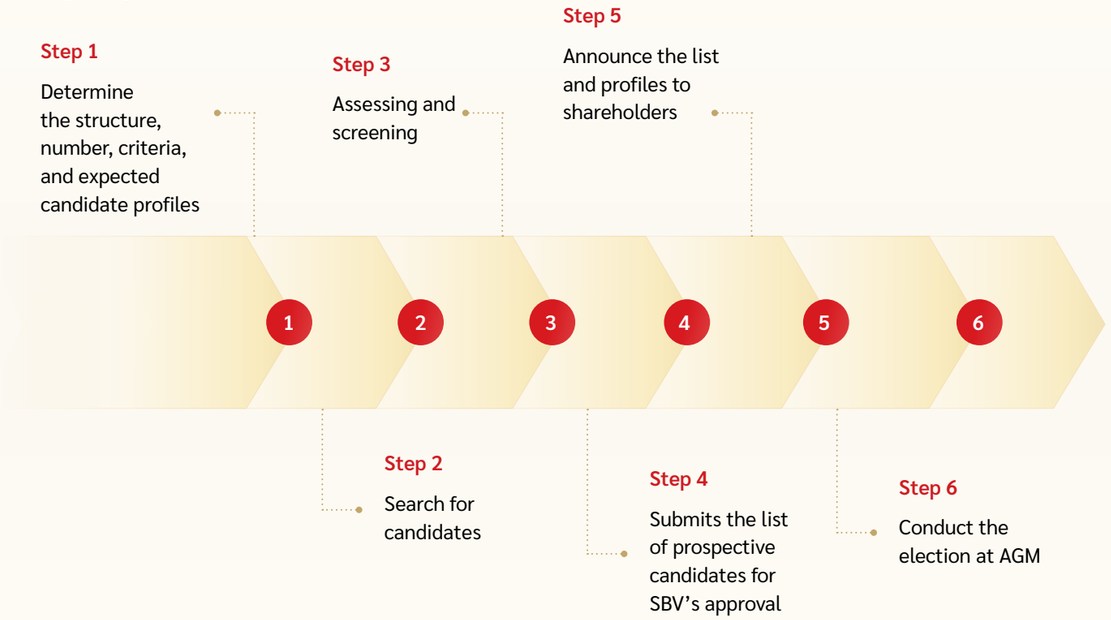
The Committee must have at least 3 voting members, including the Chairperson and other members. As of December 31, 2025, the specific list of members includes:

TT	Full name	Job title	Experience/Expertise
1.	**Ms. Le Thu Thuy**	Vice Chairperson of the BOD – Chairperson of the Committee	Bachelor of Finance, Banking - Business Administration (George Mason University - Virginia, USA), 19 years of experience in the banking sector
2.	**Mrs. Tran Thi Thanh Thuy**	Board Member – Committee Member	He holds a Master's degree in Economics (Banking Academy) and has 37 years of direct experience in the finance and banking industry at organizations such as Vietnam Foreign Trade Commercial Bank (Vietcombank) and Southeast Asia Commercial Bank (ASEAN)
3.	**Mr. Mathew Nevil Welch**	Board members, non-executive members - Committee members	• Master of Business Administration - Harvard Business School (USA) • 41 years of experience in international banking and finance, 11 years of experience in bank management
4.	Matthew Sander Hosford	Independent Board Member, Non-Executive Member - Committee Member	• Master of Business Administration (Harvard Business School, USA); Bachelor of Science (Brigham Young University, USA) • Over 35 years of experience in the finance and banking sector, formerly serving as CRO of Santander Bank (Hong Kong); senior banking expert at IFC (a member of the World Bank)
5	Mr. Le Quoc Long	CEO - Non-Voting Member of the Committee	• Bachelor of Economics (Hanoi University of Finance and Accounting); Bachelor of Law. • Over 30 years of direct experience working in the finance and banking sector at credit institutions, including nearly 18 years holding key positions at SeABank such as: Deputy General Director, Executive Deputy General Director, Acting General Director and General Director of SeABank; in charge of many specialized areas such as credit, retail banking, risk management...

TT	Họ và tên	Chức danh	Kinh nghiệm/Chuyên môn
6	Mr. Nguyen Tuan Cuong	Deputy General Director - Non-Voting Member of the Committee	• Information Technology Engineer (Polytechnic University of Vienna, Republic of Austria) • He has made nearly 20 contributions to SeABank's robust technological development, holding key positions in the Network and Information Technology Division. Prior to that, he worked extensively in Austria in professional roles such as Programmer and Network Administrator
7	**Mrs. Nguyen Thi Thu Huong**	Deputy General Director - Non-Voting Member of the Committee	• Bachelor of Economics (University of Economics) • Nearly 30 years of experience in Finance and Banking, including 18 years holding key positions at SeABank such as Chief Accountant, Head of Internal Audit Department, Director of Accounting Division, and Deputy General Director
8	**Mr. Nguyen Tuan Anh**	Deputy General Director – Non-Voting Member, Committee Secretary	• Master of Business Administration - University of Hawaii (Manoa). • Member of the Association of Chartered Certified Accountants (ACCA); Certified Internal Auditor (CIA) of the Institute of Certified Public Accountants (IPA) in the US and Vietnam; 20 years of experience in the auditing industry, 6 years of experience in risk management at SeABank

Nomination and Selection of Senior Management

Regarding the nomination and selection of BOD members:



(The detailed procedures are carried out in accordance with the Articles of Association, Internal Regulations on Corporate Governance, and the Regulations on the Organization and Operation of the BOD)

Step 1: Determine the structure, number, criteria, and expected candidate profiles

The Bank's GMS established the objectives, vision, core values, and development strategy for the Bank, including the human resources strategy. Based on the Bank's development directions and strategies, the BOD and the Supervisory Board assessed the appropriateness of the size, structure, and composition of the BOD and its subordinate committees in accordance with the law, SeABank regulations, and good governance principles and practices domestically and internationally, ensuring diversity in gender structure, expertise, skills, and culture within the Bank's BOD; and evaluated the suitability, quality, competence, effectiveness, and term of office of the current members of the BOD.

- **Diversity:** This is a key factor determining the effectiveness of the BOD because it allows the Board to leverage diverse perspectives to make more solid and reliable decisions. SeABank has clearly defined the potential candidates for nomination, including: gender, age, education/ professional qualifications, work experience, position, culture (national and regional origins), term of office, and behavior in different fields. Having members from different fields, with diverse experiences and perspectives, helps make the decision-making process more accurate and comprehensive. Gender diversification on the Board ensures diversity and objectivity in the decision-making process. The presence of women on the Board brings diverse and richer perspectives to the management and operation of the organization. At the same time, SeABank also creates opportunities for young candidates – those with potential, passion, and the ability to bring added value to the Bank.
- **Independence:** This is a crucial element in making accurate and transparent decisions. Independent board members will not be influenced by personal or collective interests, and will be able to focus on making decisions that serve the common good of the Bank and its stakeholders.
- **Innovation and continuity** are key factors in the sustainable development of the BOD. Continuity allows for the re-election of Board members, ensuring that the Board includes committed, dedicated members who understand SeABank's system, history, and culture. Innovation requires current Board members to constantly learn and improve their skills and expertise to meet the Bank's practical needs, as well as expanding opportunities for new members to join the Board, contributing new perspectives and viewpoints so that the Board can make comprehensive, rational, and effective decisions.

- **Suitability:** Board members must possess the capacity, qualifications, expertise, and experience to (i) meet the standards and conditions stipulated in the Law on Credit Institutions 2024, the Law on Enterprises 2020, the Law on Securities 2019, and other relevant legal regulations; (ii) conform to the principles, standards, and conditions of good corporate governance practices in Vietnam and the requirements of the Bank's international partners; (iii) align with the Bank's development strategy in each period, and currently, the 2021-2025 period, with a vision to 2030, is sustainable development based on the three pillars of ESG, developing into a Green Bank in line with the development strategy of the banking industry; (iv) meet the requirements of areas related to the Bank's business operations. During the internationalization phase and the implementation of best practices in international corporate governance and sustainable development, SeABank prioritizes candidates with experience in international banking and

corporate governance, particularly in social responsibility and sustainable development in general. Currently, SeABank's BOD has two foreign members who meet this criterion, and the number is expected to increase in the future to further strengthen the bank's sustainable development strategy based on its three ESG pillars.

In cases where, after evaluation, it is deemed necessary to elect additional members to the BOD to increase its size, quality, capacity, or to replace existing members, the BOD will approve the size, structure, number, standards, conditions, and guidelines for the procedures and documentation for nomination and candidacy for each term and each case, and inform shareholders to exercise their right to nominate and run for election. Candidate dossiers must comply with the regulations of the SBV for submission to the SBV for approval.

Step 2: Search for candidates

Shareholders/groups of shareholders will seek candidates from the Bank's internal sources, from third parties, or from within the shareholder group itself. Individual shareholders may nominate themselves if they believe they meet all the criteria and conditions stipulated by the Bank. If necessary, shareholders/groups of shareholders may propose to the BOD or the HR Committee to introduce potential candidates who meet the above criteria. If the number of candidates nominated or self-nominated by the BOD is insufficient or as announced, the BOD will proceed with nominations according to regulations.

Nominations and applications are made in accordance with the procedures and application dossiers as announced by the BOD and in compliance with SeABank's regulations.

Step 3: Assess and screen candidates

Nomination dossiers for BOD members will be submitted to the HR Committee for review and screening to ensure they meet the prescribed standards and conditions. Candidates will then be notified to supplement their dossiers or clarify information (if necessary). The HR Committee will consider and evaluate each candidate based on specific criteria regarding structure, number, standards, conditions, and dossiers; focusing on the candidate's potential contribution if elected, positions previously held elsewhere (if any), independence, commitment, and compliance with relevant legal standards and conditions.

The State HRC reports the results to the BOD for approval of the list of candidates for election as members of the BOD in accordance with the regulations of the SBV.

Step 4: The BOD submits the list of prospective candidates for election to the BOD to the SBV for approval

Based on the evaluation results of each candidate's profile as proposed by the HR Committee, the BOD approves the list of prospective candidates for election and prepares the necessary documents for submission to the SBV for approval.

The SBV will review and approve the applications of candidates in accordance with the law within 45 days from the date of receiving complete application documents from the Bank.

Step 5: Announce the list and profiles of prospective candidates for election to the BOD so that shareholders can review and assess them

Based on the results of the evaluation and/or approval from the SBV, the BOD shall announce the list and dossiers of prospective candidates for election to the BOD for shareholders to review and assess the qualifications and conditions of each individual at least 10 days before the scheduled date of the GMS to elect the members of the BOD.

Shareholders are responsible for monitoring and updating the profiles of candidates so that they can make appropriate evaluations and evaluations when voting at the GMS.

Step 6: Conduct the election of BOD members at the GMS

Shareholders elect members of the BOD at the GMS using the cumulative voting method. Accordingly, the total number of votes cast by each shareholder corresponds to the total number of shares owned multiplied by the number of members to be elected to the BOD. Shareholders have the right to allocate all or part of their total votes to one or more candidates.

The elected members of the BOD are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Bank's Charter is reached.

In the event that two or more candidates receive the same number of votes for the final position on the BOD, a re-election will be held among the candidates with the equal number of votes, or a selection will be made according to the criteria stipulated in the election regulations or the Bank's Charter.

The election results are approved at the General Shareholders' Meeting and notified to the SBV within 10 days of the election results being available, using the SBV's notification form.

New members of the BOD assume their duties from the time the GMS approves the election results and ensures compliance with relevant regulations.

Regarding the nomination and selection of senior management such as members of the BOD, Directors of Divisions/Departments/Business Units:

- The BOD or the CEO shall issue standards, conditions, and criteria regarding qualifications, expertise, skills, experience, and personal capabilities for each position in the senior management team to serve as a basis for SeABank's recruitment team to find suitable candidates. The development of standards, conditions, and criteria for recruiting senior managers is also based on the following principles:
  - » **Diversity:** Diversity in gender, skills, and professional expertise among the senior management team ensures a comprehensive and inclusive approach to banking operations. This means that the bank recruits for positions corresponding to its various business areas. Currently, SeABank prioritizes recruiting senior management personnel in areas such as digital banking technology and retail banking.
  - » **Relevant capabilities:** Senior managers must possess the necessary skills to meet the Bank's actual needs and align with its development strategy for each period. For example, experienced senior management personnel will be prioritized for areas such as risk management, credit, and compliance control; while well-trained, young senior management personnel who are willing to learn will be prioritized for areas such as retail banking and digital banking technology.
- After the recruitment team completes the search, senior management personnel will be evaluated and hired by the CEO or the BOD, depending on the position being considered.
- Furthermore, the nomination and selection of senior management is also carried out through internal sources within the Bank. Based on the standards, conditions, and criteria for each position, the next generation of personnel will be monitored and evaluated annually for their work performance and will receive training and development in management and operational skills through the Bank's training programs. Based on the results of their work performance, the BOD or the General Director will consider appointing them to senior management positions.

Thus, the nomination and selection of senior management personnel at SeABank is carried out starting from the Bank's development strategy and from internal sources as well as external recruitment to ensure diversity in gender, skills, professional expertise, and capabilities that align with the Bank's development strategy in each period.

BOD' COMMITMENT TO SUSTAINABLE DEVELOPMENT

The BOD is strongly committed to the goal of sustainable development, ensuring a balance between business efficiency, social responsibility, and environmental protection. SeABank recognizes that sustainable development is not only an inevitable trend but also a core strategy that helps the bank enhance its competitiveness, create long-term value, and make a positive contribution to the development of the bank itself, as well as the economy and society.

Accordingly, SeABank has announced its core values and developed specific sustainable development strategies and objectives for each pillar of sustainable development. Details can be found in the Sustainable Development Strategy and Orientation (page 38-39) of this Report .

Implementation of sustainable development commitments in 2025

a. Institutionalizing, building a legal framework and governance system related to sustainable development at SeABank

Developing green credit policies - responsible credit	• SeABank issued its Sustainable Development Strategy under Decision No. 1497/2025/QD-HĐQT, which sets out specific goals and targets for sustainable development such as: green credit growth, social credit, greenhouse gas emission reduction, contributing value to the community, etc. • Issued incentive programs to promote growth in green credit in 2021 and 2023, and will continue to implement them in 2024-2025. This will promote access to customers in environmentally friendly industries and sectors. • Issuance of the Regulations on Green Credit Policy at SeABank for the period 2021-2025, attached to Decision No. 5151/2021/QD-TGĐ dated April 13, 2021. • Issue a list of excluded sectors that will not receive credit due to their negative impact on the social environment. Accordingly, funding will not be provided to projects that endanger the environment, such as: » Unsustainable resource exploitation, logging of primary forests; » Industrial production with high energy emissions (e.g., pharmaceutical production, pesticides, herbicides, ozone-depleting substances, etc.); » Manufacture of weapons and ammunition; » Production or activities involving child labor...
Developing and improving environmental and social risk management systems (ESMS)	The ESMS at SeABank is designed to minimize risks and negative impacts of banking operations on the environment and society, aiming for sustainable finance and a commitment to climate change. Accordingly, SeABank continuously issues, improves, and updates regulations and guidelines for its ESMS: • 2021: Issued Decision 20365/2021/QD-TGĐ stipulating regulations on the environmental and social risk management system; • 2022: Issued the Guidelines for Environmental and Social Risk Evaluation and Evaluation, attached to Document No. 12668/2022/HD-TGĐ; • 2023: Continued amendment and supplementation of the Regulations on the environmental and social risk management system attached to Decision No. 318/2023/QD-TGĐ; • 2025: Improvements and upgrades to ESMS in Decision No. 17593/2025/QD-TGĐ include: additional requirements for supply chain-related risk management; evaluation of physical risks related to climate change; and expansion of the scope of application of environmental and social risk evaluation standards according to advanced international practices (IFC operational standards, World Bank Group EHS guidelines, etc.) compared to previously published regulations.

Implement policies to reduce carbon emissions in operations	• Issue regulations and strengthen supervision in accordance with regulations on efficient energy and resource use at the workplace: » Regulations on technical requirements for electrical equipment selection and installation at workplaces; » The regulations for the use of electricity and electrical equipment clearly specify the number of hours for switching electrical devices on and off; » Internal regulations regarding water usage, paper usage, waste sorting, etc. • Applying digital technology to optimize processes and green operations, using software for storing and circulating documents and files online such as SeAOffice, SeAPurchase... and switching to using electronic invoices and documents to minimize paper and ink usage.
Building an ethical business culture	• Promulgating a Code of Professional Ethics applicable to employees throughout the system to prevent unfair competition and enhance service quality. Some key rules include: » SeABank employees must proactively and voluntarily comply with legal regulations, internal regulations, and directives and guidelines from the Bank, building a safe, friendly, healthy, and equitable working environment. Accordingly, acts of violence, sexual harassment, intimidation, racial discrimination, ethnic discrimination, and gender discrimination are strictly prohibited; electricity, water, and Bank equipment and supplies must be used sparingly, and the working environment must be kept green, clean, and beautiful... » Aiming to build a business environment that ensures fairness and honesty with customers, suppliers, contractors, distributors, competitors (collectively referred to as third parties), and employees, SeABank provides equal and equitable access to goods, services, products, facilities, and benefits based on objective criteria; without discrimination against third parties based on race, religion, national origin, age, gender, sexual orientation, gender identity, disability status, marital status, and family status. » Implementing social responsibility closely aligns with the 17 United Nations SDGs through the activities of 4 internal charitable funds and social welfare and environmental activities across multiple sectors: education; health and public health; poverty reduction; combating climate change; reducing inequality; empowering and creating opportunities for vulnerable groups... • Issuing a Code of Conduct for Suppliers to establish standards and principles that partners and suppliers must adhere to when cooperating with SeABank, ensuring transparency, accountability, and legal compliance in all business activities between SeABank and its partners. Simultaneously, it aims to minimize indirect impacts on the social environment from SeABank's business operations. • Issuing the Collective Labor Agreement and Internal Labor Regulations of the Bank to institutionalize the provisions of the Labor Law. At the same time, maintaining several welfare policies at a level higher than that stipulated by law, such as: annual leave policies exceeding the legal standard, expanded according to job title, seniority, and contributions to the Bank; health insurance policies for employees and their families...

Implementation of sustainable development commitments in 2025 (continued)

a. Institutionalizing, building a legal framework and governance system related to sustainable development at SeABank	
Building an ethical business culture *- continued -*	• The Bank will publish information on its website regarding the detailed content of the Code of Professional Ethics and the Ethics Handbook as a commitment from the Bank to its stakeholders. • Detailed contact information for reporting violations will be published on the SeABank website, accordingly: acts showing signs of violations can be reported directly, by phone or email to *baocaosaipham@seabank.com.vn*; or in writing to the Risk management, Legal & Compliance Division, Regional Directors, Division Directors in charge of the unit where the employee works; the BOD member in charge of the Risk management, Legal & Compliance Division, the head of the Supervisory Board or the head of the Internal Audit Department.
Develop AML policies	• Issuance of regulations on anti-money laundering: These regulations outline specific measures to prevent money laundering risks at SeABank, ranging from customer identification and signs of suspicious transactions to temporary response measures when encountering suspicious customer transactions. • Investing in an AML system: transactions that are related to or show signs of being related to money laundering/suspicious transactions will be automatically alerted before the transaction is executed (before the transaction is approved by the competent authority). • Enhance communication and update all employees on legal information, new tactics, and warnings regarding AML (Prevention, Control, and Transparency of Drug Trafficking) through legal newsletters sent via email to the entire system. • AML Training: Organize training courses for all employees to update them on changes in laws related to AML, and the latest money laundering methods in Vietnam and around the world. Ensure that newly joined employees receive AML training within 2 months of joining SeABank. • Establish an AML Board headed by the Deputy General Director in charge of the Risk management, Legal & Compliance Division. Members include Deputy General Directors, Division Directors of the Head Office Business Units, and the Director of the Operations Division. The AML Board organizes, directs, and monitors compliance in all banking activities. • Issue regulations on AML in accordance with the law and approve transactions within the scope of authority. • AML activities are audited annually by SeABank's Internal Audit Department and reported directly to the BOD.
Building and effectively implementing anti-corruption measures	• Based on practical experience and with the aim of building and promoting organizational culture, responsibility, integrity, honesty, and transparency, SeABank issued Decision No. 12664/2022/QD-TGĐ dated August 8, 2022, regulating the prevention of corruption, negative practices, and crimes at SeABank. Accordingly: » The policy outlines the principles and regulations for preventing and combating corruption, misconduct, and crime at SeABank throughout all business operations, transactions with customers and external partners (suppliers, contractors, or any related individuals or organizations), and other activities on behalf of SeABank; it also sets out requirements for employee codes of conduct and the responsibilities of SeABank and its employees in preventing and combating corruption, misconduct, and crime. » The policy meets the requirements of international partners such as IFC, DFC, Moody's, etc., regarding ESG actions. • Issue and publish on the SeABank website the Anti-Corruption and Misconduct Policy Statement, providing partners, contractors, and suppliers with implementation principles to prevent corruption and misconduct during cooperation and providing contact points in case partners, contractors, or suppliers wish to contact and report misconduct by bank employees.
Establish processes and ensure transparent information disclosure	• Recognizing transparency as a key factor for sustainable business development, SeABank has established processes and implemented public disclosure of general information on socio-economic risk management in its lending activities. Simultaneously, SeABank encourages customers to engage in dialogue with their stakeholders, identify and interact with communities potentially affected by their projects/business activities (disclosing relevant information about projects/business activities to the community and stakeholders, and consulting with the community). • SeABank commits to rectifying/coordinating the rectification of any negative impacts identified as being caused or contributed to by SeABank (impacts on the environment, society - customers, other stakeholders, economy - interbank incidents, etc.) (if any). • Establish internal procedures for external information disclosure, ensuring that information is published accurately and promptly across multiple channels and in multiple languages, in a way that is easily accessible to customers, shareholders, investors, etc. • Updating and complying with accurate information disclosure, issuing complete reports on time as required by applicable laws and regulations, in accordance with international best practices and recommendations from international partners.

b. Actively deploy and implement institutions and policies to realize sustainable development commitments
• Actively provide training on sustainable development policies to employees throughout the system, communicating through the Risk Management Department's newsletters and other relevant publications of the Bank. • Implementing a series of meaningful social welfare activities and environmental actions with a total budget of over VND 34 billion: » The SeADreams Fund has sponsored 10 more students, achieving 100% of its 2025 sponsorship target; and has also completed the goal of increasing the scholarship amount to VND 1,500,000 per student per month by the first quarter of 2025. » Nearly 671,000 new trees have been planted to support forest restoration and livelihoods for people in Ha Tinh province after the storm, completing the project 3 years ahead of schedule and exceeding the target of planting 1 million new trees before 2028. » 856 houses of compassion were handed over to people in difficult circumstances, exceeding the target of 100 houses to be handed over in 2025 by 8.5 times. » Proactively implementing 100% of the annual charity and environmental programs as planned, with a total budget of over VND 5.1 billion (almost three times higher than in 2024), including: SeABankers for Children; Spring of Love; Day of Love (September 7th); and Citizen Week. » Nearly VND 6.5 billion, in addition to the planned budget, has been allocated to support provinces in Northern, Central, and Central Highlands regions affected by a series of storms. » Complete 100% of the planned charitable and social welfare programs (organized by agencies and partners) for 2025, such as: Bank Scholarship Fund, Eliminating dilapidated and temporary housing, etc.

b. Actively deploy and implement institutions and policies to realize sustainable development commitments (continued)

- Enhance operational optimization and greening in accordance with internal policies and regulations, and ensure compliance with Vietnamese standards:
  - » **Energy saving and efficiency:** 100% of lighting systems have been converted to LED lights; 100% of air conditioning units have been switched to using environmentally friendly R32 and R410A refrigerants; 100% of equipment has energy efficiency labels with a CSPF rating >4 and undergoes regular maintenance checks to optimize performance...
  - » **Water management:** average per capita water consumption in 2025 will be 20.5 liters/person/day, 32% lower than the target; domestic water sources will be clean according to the standards QCVN 01-1:2018/BYT and 6-1:2010/BYT of the Ministry of Health; 100% of wastewater will be treated before being discharged into the environment according to the standards QCVN 14:2008/BTNMT of the Ministry of Natural Resources and Environment...
  - » **Green building:** applying smart building management technology to ensure optimal use and avoid waste (two office buildings, the headquarters at 198 Tran Quang Khai and the office at 16 Lang Ha, have EDGE green building certification); prioritizing environmentally friendly and recyclable supplies, stationery, and materials (100% use of water purifiers and glass water bottles instead of plastic bottles); 100% of offices are equipped with air purifiers, ventilation systems, and fresh air filtration; planting greenery in offices and optimizing the use of natural light...
  - » **Sustainable supply chain:** prioritizing cooperation with partners committed to sustainability, in line with SeABank's "Code of Conduct for Suppliers," ensuring 100% of the supply chain does not violate environmental and social standards.
  - » **Promoting a green lifestyle through SeAGreen Foundation's activities:** Waste Exchange for Gifts Day; "Ocean Cleanup" program; reducing carbon emissions from SeAHero and SeAHero Kids vehicles...
- Information disclosure: ensuring 100% compliance with reporting and accountability requirements to government agencies; independently publishing the Sustainable Development Report; enhancing transparency through the application of international standards in various fields such as Basel III, ESG, COSO, IFRS, etc.

Reports, complaints/inquiries related to environmental and social policies

In 2025, SeABank did not receive any negative feedback from stakeholders (community, customers, employees, etc.) regarding SeABank's operations or the projects/activities of its customers that SeABank sponsored.

Reporting and handling internal environmental and social violations

Internal complaints/reports at SeABank are handled according to the following procedures

Decision No. 12714/2022/QD-TGĐ dated August 9, 2022 on reporting and handling internal violations at Southeast Asia Commercial Joint Stock Bank

Step 1: Violation Reporting

Employees report violations through the Compliance Hotline, including the phone number/email of the Director of Risk Management Division, Compliance & Inspection Division, or authorized persons in each period, or via email: *baocaosaipham@seabank.com.vn*

Step 2: Receipt & Case Allocation

The Compliance Hotline management unit or the Director of the Risk Management Division, Compliance & Inspection Division, or authorized persons will forward reports/whistleblowing information to the relevant units responsible for investigation and verification, and coordinate with related employees to clarify the reported issues (if any)

Step 3: Verification & Reporting

Responsible units conduct investigation and verification, prepare reports on findings, and propose remedial actions and disciplinary measures (if any) to the competent authority to ensure timely, effective handling

Step 4: Monitoring & Resolution

Verification results are submitted to the Compliance Supervision & Governance Department - Risk Management Division, Compliance & Inspection Division and/or relevant units for monitoring and implementation of actions as directed by competent authorities

Process for receiving customer inquiries/complaints

Step 1: Receipt

- SeABank accepts inquiries/complaints (if any) related to SeABank's social responsibility policy and/or projects sponsored by SeABank via email: *contact@seabank.com.vn* or hotline **1900 555 587**.
- In cases where customers call the hotline and their questions relate to projects/customers sponsored by SeABank, the SeABank hotline requests that customers provide their questions/complaints in writing via email.

Step 2: Evaluate, categorize, process, and respond to complaints

- The Sustainable Development unit (Strategy & International Finance Division) is the focal point for conducting evaluations and classifying received complaints or inquiries.
- Based on the classification evaluation, the complaint is processed and a response is sent to the sender.

1 In the case of a request for clarification/request for information

The Sustainable Development processes and provides information to the hotline management department → The hotline management team responds to customers based on information provided by The Sustainable Development

2 This applies to complaints related to serious violations of SeABank's policies by customers

The Sustainable Development forwards the complaint to the customer service unit →

- The Sustainable Development collaborates with the customer service unit to verify the complaint through discussions with the customer and on-site customer visits
- Require clients to develop and implement a supplementary corrective action plan (if necessary), support clients in planning and monitoring, and ensure compliance with regulation

→ Request and monitor the submission of satisfactory written responses from customers to the complainant

3 In cases where the complainant requests anonymity

SeABank receives and works with customers to gather feedback.

**The Sustainable Development is responsible for tracking and maintaining a complete log of received complaints, including the date of receipt, nature and severity of the complaint, a summary, and the response provided.*

→ SeABank forwards customer feedback to the person who filed the complaint

ACTIVITIES OF THE BOD

BOD Meetings and Consultations in 2025

Number of meetings in 2025

In 2025, the SeABank BOD held a total of 98 meetings and/or consulted with members, including regular meetings, thematic meetings, and written consultations as per internal regulations. This mechanism aims to ensure that key issues are considered promptly, within the proper authority, and in accordance with the risk level of each decision.

04 periodic meetings

<100 consultation sessions

The matters considered by the BOD focus on strategy, risk management, capital safety, fundraising, technology, sustainable development, senior personnel, and issues requiring legal approval. The BOD also strictly applies the principle of conflict of interest management; related members do not participate in voting on related transactions.

The BOD will continue to periodically review its meeting mechanisms and approval authority to optimize governance efficiency, ensure the Board focuses on strategic issues and key oversight, and enhance flexibility and speed of decision-making in management.

Results of the meetings:

The meetings focused on key decisions aimed at ensuring safe growth, enhancing competitiveness, and strengthening a sustainable governance foundation, in line with good corporate governance practices in Vietnam, ACGS, and OECD. The BOD considered and decided on eight key issues, specifically:

- Strategy & Organizational Structure: Defining and approving the content for improving the organizational model and functions/responsibilities of key divisions/units to effectively implement the medium- and long-term development strategy.
- Total risk management: Issuing and updating key risk management strategies and policies; monitoring risk appetite, early warning systems, and risk management capabilities according to international standards.
- Capital safety & capital management: Monitoring compliance with safety ratios, approving capital plans and capital allocation; reviewing and approving periodic Financial Statementss as required by law.
- Capital mobilization & capital markets: Approve capital mobilization plans and transactions in the capital market to diversify funding sources, strengthen medium- and long-term funding sources, and optimize the financial structure.
- Technology & Digital Transformation: Through technology investment programs focused on system stability, digitizing the customer journey, optimizing operations, and strengthening the risk management, compliance, and data (GRC) platform.
- Sustainable Development & ESG: Monitoring the integration of environmental and social risk management into credit operations; reviewing and adopting sustainable financial frameworks/policies, contributing to enhancing long-term competitiveness.
- Senior Management & Leadership Succession: Making personnel decisions within their authority; overseeing appointments, succession planning, and compensation policies to ensure the operational capacity and sustainability of the leadership team.
- Related party governance and transparency: Strictly apply the principle of conflict of interest governance; related parties do not participate in voting, ensuring integrity and transparency in decision-making.

This information was published by SeABank in the Bank's 2025 Governance Report, specifically as follows:

No.	Resolution/Decision Number	Day	Content	Approval rate
1	**1499/2025/QD-HDQT**	31/12/2025	Repeal Decision No. 616/2025/QD-HĐQT	100%
2	**1496/2025/NQ-HDQT**	31/12/2025	Through the issuance of the Sustainable Development Strategy Regulations at SeABank	100%
3	**1488/2025/QD-HDQT**	30/12/2025	Amendments and additions to certain Articles of the Regulations on remuneration of the BOD and Supervisory Board of Southeast Asia Commercial Joint Stock Bank No. 246/2023/QD-HĐQT dated April 26, 2023	100%
4	**1483/2025/NQ-HDQT**	29/12/2025	Approval of transaction limits for financial institutions (Phase 4, 2025)	100%
5	**1461/2025/NQ-HDQT**	19/12/2025	Approve the rental rates and commercial terms for leasing additional space to expand the Business Development Center at the Da Nang Branch.	100%
6	**1460/2025/NQ-HDQT**	19/12/2025	Approve the rental rates and commercial terms for leasing additional space to expand the Business Development Center at the Dong Da Branch.	100%
7	**1449/2025/QD-HDQT**	16/12/2025	Issuing a Strategy for Managing Interest Rate Risk on the Bank's Book	100%
8	**1448/2025/NQ-HDQT**	16/12/2025	Through the issuance of the Interest Rate Risk Management Strategy on the Bank's Book	100%
9	**1435/2025/QD-HDQT**	12/12/2025	Authorization granted to the Director of Operations at SeABank	100%
10	**1412/2025/NQ-HDQT**	08/12/2025	Through the issuance of the Market Risk Management Strategy	100%
11	**1369/2025/NQ-HDQT**	25/11/2025	Approval granted for the issuance of privately placed bonds to the international market by Asian Infrastructure Investment Bank ("AIIB")	100%
12	**1368/2025/NQ-HDQT**	25/11/2025	Approval granted for the issuance of private placement bonds to the international market by International Finance Corporation ("IFC")	100%
13	**1356/2025/NQ-HDQT**	21/11/2025	Approval of credit granting under the SeAHome 1 product for customers Le Ngoc Anh and Nguyen Thi Thuy at SeABank Au Co - Tan Binh Branch	100%
14	**1355/2025/NQ-HDQT**	21/11/2025	Approval of credit granting under the SeAHome 1 product for customers Nguyen Do Trung Tuyen and Nguyen Thi Ngoc Ha at SeABank Phu My Hung branch	100%
15	**1342/2025/NQ-HDQT**	19/11/2025	Through the international bond offering dossier	100%
16	**1341/2025/QĐ-HDQT**	19/11/2025	Implementation of the offering and terms and conditions of international bonds	100%
17	**1340/2025/NQ-HDQT**	19/11/2025	Through some additional content of the 2025 International Bond Issuance Plan	100%
18	**1336/2025/NQ-HDQT**	18/11/2025	Through the issuance of the Operational Risk Management Strategy at SeABank	100%
19	**1329/2025/NQ-HDQT**	17/11/2025	Through renting a location for the Ha Dong Branch office	100%
20	**1326/2025/QĐ-HDQT**	17/11/2025	Approval of the third amendment to the issuance of certificates of deposit (CDs) in 2025	100%
21	**1299/2025/NQ-HDQT**	07/11/2025	Issuing the Regulations on Credit Risk Management Strategy at SeABank	100%
22	**1298/2025/NQ-HDQT**	07/11/2025	Approval of the plan for issuing private placement bonds to the international market in 2025 and the plan for using the capital raised from the private placement of bonds to the international market in 2025	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
23	**1297/2025/NQ-HĐQT**	07/11/2025	Approval of the Green Bond Framework and the Green Bond for the Protection of Seas and Oceans.	100%
24	**1279/2025/QD-HDQT**	04/11/2025	Personnel plan at SeABank Tien Giang Branch_Appointment	100%
25	**1278/2025/QD-HDQT**	04/11/2025	Personnel plan at SeABank Tien Giang Branch_Dismissal	100%
26	**1277/2025/NQ-HDQT**	04/11/2025	Staffing plan at SeABank Tien Giang Branch	100%
27	**1266/2025/QD-HDQT**	30/10/2025	Authorization to sign and approve SeABank's financial statements.	100%
28	**1264/2025/NQ-HDQT**	30/10/2025	Through the issuance of the Q3/2025 financial statements and the authorization to sign the financial statements of SeABank.	100%
29	**1257/2025/QD-HDQT**	29/10/2025	Approval of the third revision to SeABank's Certificate of Deposit issuance plan in 2025.	100%
30	**1244/2025/NQ-HDQT**	22/10/2025	Through the issuance and payment of import LCs for CDH Trading and Investment Joint Stock Company.	100%
31	**1237/2025/NQ-HDQT**	21/10/2025	Staffing plan for positions at the Thu Duc branch.	100%
32	**1236/2025/NQ-HDQT**	21/10/2025	Staffing plan for positions at the Tan Binh branch.	100%
33	**1231/2025/QD-CTHDQT**	16/10/2025	Adjusting the approval conditions for the issuance of payment guarantees by TN Development Joint Stock Company	100%
34	**1226/2025/QD-HDQT**	16/10/2025	Adjusting the approval conditions for the issuance of payment guarantees by TN Development Joint Stock Company	100%
35	**1224/2025/NQ-HDQT**	16/10/2025	Through the implementation of SeABank's plan to increase its charter capital	100%
36	**1219/2025/QD-CTHDQT**	15/10/2025	Adding an exception to the payment guarantee for TN Development Joint Stock Company	100%
37	**1218/2025/NQ-HDQT**	15/10/2025	Approve the issuance of payment guarantees for TN Development Joint Stock Company	100%
38	**1211/2025/QD-HDQT**	14/10/2025	Member of the Risk Management Committee at SeABank	100%
39	**1202/2025/NQ-HDQT**	13/10/2025	Through the issuance of a joint decision on credit granting activities at SeABank	100%
40	**1201/2025/QD-HDQT**	13/10/2025	Adjusting the approval conditions for payment guarantees of Bac Ha Noi Smart City Investment and Development Joint Stock Company	100%
41	**1175/2025/QD-HDQT**	06/10/2025	Sending a working delegation to Japan	100%
42	**1174/2025/QD-HDQT**	06/10/2025	This decision terminates the enforcement of Regulation 555/2018/QD-HDQT on SeABank's savings deposit regulations and Decision No. 616/2022/QD-HDQT on amending SeABank's savings deposit regulations	100%
43	**1162/2025/QD-HDQT**	02/10/2025	Proposed amendments to the SeABank certificate of deposit issuance plan (third issuance) in 2025	100%
44	**1158/2025/NQ-HDQT**	01/10/2025	Through the issuance and payment of import-export LCs on a per-item basis for META Trading and Investment Joint Stock Company	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
45	**1151/2025/QD-HDQT**	30/09/2025	Issuing the organizational structure of the Retail banking Division under Southeast Asia Commercial Joint Stock Bank	100%
46	**1150/2025/QD-HDQT**	30/09/2025	Issuing the organizational structure of the Business Transformation and Digital Services Division for Retail banking under Southeast Asia Commercial Joint Stock Bank	100%
47	**1149/2025/NQ-HDQT**	30/09/2025	Through the establishment and promulgation of the organizational structure of the Retail banking Sector	100%
48	**1148/2025/NQ-HDQT**	30/09/2025	Through the establishment and promulgation of the organizational structure of the Business Transformation and Digital Services Block for Retail banking	100%
49	**1145/2025/NQ-HDQT**	30/09/2025	Approve the issuance of payment guarantees for North Hanoi Smart City Development Investment Joint Stock Company	100%
50	**1117/2025/NQ-HDQT**	15/09/2025	BOD' Resolution for Q2/2025	100%
51	**1116/2025/QD-HDQT**	15/09/2025	Letter of introduction for SeABank's representative working with the SBV, Region 5	100%
52	**1115/2025/QD-HDQT**	15/09/2025	Decision of the Chairperson of the BOD to authorize Mr. Ha Van Manh - Director of Thai Nguyen Branch	100%
53	**1114/2025/QD-HDQT**	15/09/2025	Authorization to sign contracts and related documents concerning human resources matters is granted to Mrs. Bui Thi Hai Yen - Director of Human Resources Management and Development	100%
54	**1106/2025/QD-HDQT**	11/09/2025	List of officials attending Lotusmiles Partnership Day organized by Vietnam Airlines	100%
55	**1102/2025/QD-HDQT**	10/09/2025	Authorize Vice President Le Thu Thuy to sign the Letter of Intent with OPEC Fund	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
56	**1101/2025/QD-HDQT**	10/09/2025	Authorize Mr. Nguyen Tuan Anh and/or Mr. Vo Long Nhi (Andrew Vo) to sign the Letter of Intent with the OPEC Fund	100%
57	**1096/2025/NQ-HDQT**	09/09/2025	Through the Income Structure applied to Branch Managers concurrently serving as Directors of Retail banking Centers and Directors of Business Development Centers	100%
58	**1086/2025/QD-HDQT**	05/09/2025	Authorization to sign and approve audited financial statements by the auditing firm for the 6-month accounting period ending June 30, 2025	100%
59	**1081/2025/NQ-HDQT**	04/09/2025	Through the audited interim financial statements for the six-month period ended June 30, 2025	100%
60	**1072/2025/NQ-HDQT**	03/09/2025	Through the granting of transaction limits to Institutional Financial Clients in the first phase of 2025	100%
61	**1058/2025/QD-HDQT**	29/08/2025	Mr. Vu Dinh Khoan - Deputy General Director concurrently holding the position of Director of the Risk Management, Legal & Compliance Division - is authorized to approve the content of reports and documents, and provide information as requested by the SBV	100%
62	**1052/2025/NQ-HDQT**	28/08/2025	Through the audit report on the use of proceeds from outstanding private bond issuances as of June 30, 2025	100%
63	**1046/2025/NQ-HDQT**	26/08/2025	Through a number of issues related to the bank's seal	100%
64	**1036/2025/QD-HDQT**	20/08/2025	Applying additional compensation to Mr. Matthew Sander Hosford - Independent Member of the BOD	100%
65	**1035/2025/QD-HDQT**	20/08/2025	Applying additional compensation to Mr. Mathew Nevil Welch - Member of the BOD	100%
66	**1024/2025/QD-HDQT**	15/08/2025	Decision to send officials to work in France	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
67	**1020/2025/NQ-HDQT**	15/08/2025	Through granting a credit limit to SSI Securities Corporation.	100%
68	**1015/2025/QD-HDQT**	13/08/2025	Repurchase of ESOP 2022, 2023	100%
69	**1014/2025/NQ-HDQT**	13/08/2025	Through the issuance of the 3rd CERTIFICATE OF DEPOSIT in 2025	100%
70	**1006/2025/QD-HDQT**	12/08/2025	Authorization to sign the Minutes of the Meeting with the SBV.	100%
71	**1005/2025/QD-HDQT**	12/08/2025	Sending a delegation of officials on a business trip to Indonesia.	100%
72	**1000/2025/NQ-HDQT**	11/08/2025	Through the issuance of payment guarantees to SeABank AMC.	100%
73	**997/2025/NQ-HDQT**	11/08/2025	Through the signing of the 2025 audit service contract with the Bank.	100%
74	**994/2025/QD-HDQT**	11/08/2025	Sending a delegation of officials on a business trip to the Netherlands.	100%
75	**995/2025/QD-HDQT**	11/08/2025	Sending a delegation of officials on a business trip to France.	100%
76	**993/2025/NQ-HDQT**	08/08/2025	Through the issuance and payment of import LCs for CDH Trading and Investment Joint Stock Company.	100%
77	**985/2025/NQ-HDQT**	06/08/2025	Through the allocation of investment budgets for technology projects in 2025 by the Retail banking Division, the Risk Management, Planning & Investment Division, the Development and Development Division, the Operations Division, and the SeABank Academy - Human Resources Management & Development Division	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
78	**956/2025/NQ-HDQT**	30/07/2025	Through the Q2/2025 Financial Statements	100%
79	**943/2025/NQ-HDQT**	29/07/2025	Through the issuance and payment of import LCs for META Trading and Investment Joint Stock Company	100%
80	**939/2025/NQ-HDQT**	28/07/2025	Through written shareholder consultation documents	100%
81	**938/2025/QD-HDQT**	28/07/2025	Sending staff to attend the ADB's TSCFP Award Ceremony held in Singapore.	100%
82	**934/2025/QD-HDQT**	25/07/2025	Personnel plan for the position of Branch Manager at SeABank Dong Nai	100%
83	**933/2025/QD-HDQT**	25/07/2025	Personnel plan for the position of Branch Manager at SeABank Dong Nai	100%
84	**932/2025/NQ-HDQT**	25/07/2025	Personnel plan for the position of Branch Manager at SeABank Dong Nai	100%
85	**931/2025/NQ-HDQT**	25/07/2025	Through the Bank's Consolidated Financial Statements for 2024 in accordance with International Financial Statementsing Standards (IFRS)	100%
86	**930/2025/QD-HDQT**	25/07/2025	Termination of Decision No. 635/2023 on the Organizational Structure of the Sales & Service Division	100%
87	**929/2025/QD-HDQT**	25/07/2025	Transfer the Post-Disbursement Supervisor from the Sales & Service Department to the Operations Department	100%
88	**928/2025/NQ-HDQT**	25/07/2025	The Emulation and Commendation Program for the first six months of 2025 for Units will be funded by the Bank's Commendation Fund	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
89	**912/2025/QD-HDQT**	21/07/2025	Sending officials to work in the Netherlands	100%
90	**802/2025/NQ-HDQT**	14/07/2025	Through the final registration date for exercising the right to solicit shareholder opinions in writing to approve the GMS' Resolution	100%
91	**801/2025/QD-HDQT**	14/07/2025	Repeal Decision 983/2017/QD-HDQT dated October 30, 2017	100%
92	**791/2025/QD-HDQT**	11/07/2025	Organizational structure of the Human Resources Management and Development Division	100%
93	**790/2025/NQ-HDQT**	11/07/2025	Through the restructuring of the Human Resources Management and Development Division	100%
94	**789/2025/QD-HDQT**	11/07/2025	Organizational structure of the Investment Division	100%
95	**788/2025/NQ-HDQT**	11/07/2025	Through restructuring the Investment Division	100%
96	**781/2025/QD-HDQT**	08/07/2025	Renaming and relocating the Pho Hue Branch office	100%
97	**771/2025/QD-HDQT**	04/07/2025	Announcement regarding the Change of Head of Binh Chanh Branch	100%
98	**770/2025/NQ-HDQT**	04/07/2025	Through the adjustment of the "SeABank CNC Center" project at the Hoa Lac CNC Center - km29 Thang Long Boulevard	100%
99	**752/2025/NQ-HDQT**	02/07/2025	Personnel appointments at Binh Chanh Branch	100%
100	**751/2025/NQ-HDQT**	02/07/2025	Dismissal of the Director of Binh Chanh Branch	100%
101	**750/2025/NQ-HDQT**	02/07/2025	Through the granting of credit to BigC Thang Long International Trade and Supermarket Services Co., Ltd. at the Southern Regional Business Development Center	100%
102	**746/2025/QD-HDQT**	01/07/2025	Renaming and relocating the Hong Bang Transaction Office of the Hai Phong Branch	100%
103	**742/2025/QD-HDQT**	01/07/2025	Authorization to sign documents related to the procedure for changing the business address due to administrative unit reorganization	100%
104	**741/2025/QD-HDQT**	01/07/2025	Authorization to sign personnel-related matters for Mr. Nguyen Hong Quang	100%
105	**740/2025/QD-HDQT**	01/07/2025	Authorization to sign personnel-related matters for Mrs. Bui Thi Hai Yen	100%
106	**739/2025/QD-HDQT**	01/07/2025	Authorization to sign personnel-related matters for Mr. Mai Xuan Thanh	100%
107	**732/2025/QD-HDQT**	26/06/2025	Authorize and delegate to Mr. Nguyen Tuan Anh and Mr. Vo Long Nhi the authority to sign letters of authorization for arrangements and other related documents concerning SMBC and DFIs	100%
108	**726/2025/QD-CTHDQT**	26/06/2025	I hereby authorize and delegate to Ms. Le Thu Thuy the authority to negotiate, decide, and sign the Letter of Authorization to arrange relevant documents for SMBC and DFIs	100%
109	**721/2025/NQ-HDQT**	25/06/2025	Through the appointment of the Director of the Long An Branch	100%
110	**720/2025/NQ-HDQT**	25/06/2025	Through the dismissal of the Director of the Long An Branch	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
111	**712/2025/NQ-HDQT**	23/06/2025	Through the allocation of investment budgets for technology projects in 2025 for the High-Tech and Retail banking Sectors and the Corporate and Enterprise Sectors	100%
112	**709/2025/NQ-HDQT**	20/06/2025	Through the issuance and payment of individual import LCs for META Trading and Investment JSC at SeABank Hanoi.	100%
113	**704/2025/NQ-HDQT**	19/06/2025	Through the issuance and payment of individual import LCs for META Trading and Investment JSC at SeABank Hanoi	100%
114	**688/2025/QD-HDQT**	16/06/2025	Mr. Hoang Manh Phu concurrently holds the position of Chairperson of the Company and Legal Representative of SeABank AMC	100%
115	**687/2025/QD-HDQT**	16/06/2025	Mr. Vu Dinh Khoan has relinquished his dual roles as Chairperson of the Company and Legal Representative of SeABank AMC	100%
116	**678/2025/NQ-HDQT**	12/06/2025	Appointment and dismissal of senior personnel at SeABank	100%
117	**677/2025/NQ-HDQT**	12/06/2025	Through the second issuance of the CERTIFICATE OF DEPOSIT in 2025	100%
118	**652/2025/NQ-HDQT**	09/06/2025	Appointment of the Director of the Binh Phuoc Branch	100%
119	**651/2025/NQ-HDQT**	09/06/2025	Dismissal of the Director of the Binh Phuoc Branch	100%
120	**636/2025/QD-HDQT**	06/06/2025	Issuance of SeABank's Charter	100%
121	**635/2025/QD-HDQT**	06/06/2025	Issuing the organizational structure of the Retail banking Sector	100%
122	**634/2025/NQ-HDQT**	06/06/2025	Through the issuance of the organizational structure of the Retail banking Sector	100%
123	**633/2025/QD-HDQT**	06/06/2025	Issuing the organizational structure of the Retail banking Business Sector	100%
124	**632/2025/NQ-HDQT**	06/06/2025	Through the issuance of the organizational structure of the Business Development and Logistics Division	100%
125	**631/2025/QD-HDQT**	06/06/2025	Issuing the organizational structure of the Corporate Banking Division	100%
126	**630/2025/NQ-HDQT**	06/06/2025	Through the issuance of the organizational structure of the Corporate Banking Division	100%
127	**624/2025/NQ-HDQT**	06/06/2025	Annul Decision No. 616 of the BOD	100%
128	**622/2025/NQ-HDQT**	05/06/2025	Through adjustments to the charter capital provisions in SeABank's charter	100%
129	**616/2025/QD-HDQT**	04/06/2025	Issuing the organizational structure for the Risk Management, Legal & Compliance Division	100%
130	**598/2025/NQ-HDQT**	30/05/2025	Personnel Plan - Appointment of Vocational Training Director in Saigon	100%
131	**597/2025/NQ-HDQT**	30/05/2025	Personnel Plan - Saigon Vocational Training Center Exemption	100%
132	**585/2025/QD-HDQT**	28/05/2025	Sending officials on a business trip to the Netherlands	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
133	**584/2025/QD-HDQT**	28/05/2025	Sending officials on business trips to China	100%
134	**583/2025/QD-HDQT**	28/05/2025	Sending officials on a business trip to Austria	100%
135	**582/2025/QD-HDQT**	28/05/2025	Revise the organizational structure of the Capital & Financial Markets Division	100%
136	**581/2025/NQ-HDQT**	28/05/2025	Through restructuring the organizational structure of the Capital & Financial Markets Division	100%
137	**576/2025/QD-HDQT**	28/05/2025	Decision appoints Deputy General Director Nguyen Tuan Anh to concurrently hold the position of Director of International Strategy and Finance	100%
138	**575/2025/QD-HDQT**	28/05/2025	Decision appointing Deputy General Director Vu Dinh Khoan to concurrently hold the positions of Director of Risk Management and Deputy Director of Disaster Prevention and Control	100%
139	**574/2025/NQ-HDQT**	28/05/2025	NQ appoints management personnel	100%
140	**569/2025/NQ-HDQT**	27/05/2025	Policy and budget for the 2025 Teambuilding "Teambuilding - Believe" activities	100%
141	**565/2025/QD-HDQT**	27/05/2025	Remuneration/allowance for Mr. Nguyen Tuan Anh - Secretary of the Bank's Technology Committee	100%
142	**560/2025/NQ-HDQT**	26/05/2025	Promulgating Regulations on the Implementation of Democracy	100%
143	**559/2025/NQ-HDQT**	26/05/2025	Selecting an auditing firm to assess the use of funds raised from bond issuance	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
144	**558/2025/QD-HDQT**	26/05/2025	Issuing the Organizational Structure for the Strategy & International Cooperation Division	100%
145	**557/2025/NQ-HDQT**	26/05/2025	Establish the Strategic & International Cooperation Division	100%
146	**556/2025/QD-HDQT**	26/05/2025	Issuing the Organizational Structure for the Risk Management, Prevention and Control, and Information Technology Division.	100%
147	**555/2025/NQ-HDQT**	26/05/2025	Establish the Risk Management, Prevention and Control & Information Technology Division.	100%
148	**520/2025/QD-HDQT**	16/05/2025	Member of the HR Committee reporting to the BOD of SeABank	100%
149	**517/2025/NQ-HDQT**	15/05/2025	Through the issuance of a single-item import letter of credit (LC) for META Trading and Investment Joint Stock Company at SeABank Hanoi.	100%
150	**511/2025/QD-HDQT**	14/05/2025	Send staff to attend the 2025 UK Banking Forum organized by JPMorgan Chase.	100%
151	**510/2025/QD-HDQT**	14/05/2025	Confirmation of information regarding Mr. Nguyen Ngoc Quynh	100%
152	**495/2025/QD-HDQT**	09/05/2025	Member of the Technology Committee under the BOD of SeABank	100%
153	**488/2025/NQ-HDQT**	08/05/2025	Through AMC's 2025 budget plan	100%
154	**471/2025/QD-HDQT**	29/04/2025	Decision on other additional payments by Mrs. Nguyen Thanh Ngoc - General Director of SeAbank AMC	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
155	**470/2025/QD-HDQT**	29/04/2025	Salary decision for Mrs. Nguyen Thanh Ngoc - General Director of SeAbank AMC	100%
156	**469/2025/QD-HDQT**	29/04/2025	Decision to impose a probationary period on Mrs. Nguyen Thanh Ngoc - General Director of SeAbank AMC	100%
157	**468/2025/QD-HDQT**	29/04/2025	Decision on the acceptance and appointment of Mrs. Nguyen Thanh Ngoc to the position of General Director of SeAbank AMC	100%
158	**466/2025/QD-HDQT**	29/04/2025	Decision regarding Mr. Vu Dinh Khoan's resignation from the position of General Director of SeAbank AMC	100%
159	**452/2025/QD-HDQT**	25/04/2025	Assignment of duties to Mr. Matthew Sander Hosford – Independent Member of the BOD	100%
160	**450/2025/QD-HDQT**	25/04/2025	Compensation for Mr. Matthew Sander Hosford – Independent Member of the BOD	100%
161	**449/2025/QD-CTHDQT**	25/04/2025	Adjusting credit approval conditions for NHSC at the Northern Region Center for Retail banking Development	100%
162	**446/2025/QD-HDQT**	24/04/2025	Amendments and additions to certain Articles of the Regulations on remuneration of the BOD and Supervisory Board of Southeast Asia Commercial Joint Stock Bank No. 246/2023/QD-HĐQT dated April 26, 2023	100%
163	**445/2025/NQ-HDQT**	24/04/2025	Resolution of the First Quarterly Session of 2025	100%
164	**442/2025/QD-HDQT**	24/04/2025	A working delegation is on a visit to Japan	100%
165	**429/2025/QD-HDQT**	22/04/2025	Authorization to sign and approve financial statements and professional service contracts	100%
166	**428/2025/NQ-HDQT**	22/04/2025	Approval for the release of the Q1 2025 financial statements	100%
167	**424/2025/NQ-HDQT**	22/04/2025	Personnel plan for the position of Branch Director at SeABank_Appointment to the Dong Nai Branch Office	100%
168	**423/2025/NQ-HDQT**	22/04/2025	Personnel plan for the position of Branch Director of SeABank - relinquishing responsibility for the Dong Nai branch	100%
169	**422/2025/NQ-HDQT**	22/04/2025	Personnel plan for the position of Branch Director at SeABank_Appointment at SB Saigon	100%
170	**406/2025/TB-HDQT**	17/04/2025	Personnel plan for the position of General Director of SeABank AMC_Recruitment	100%
171	**405/2025/TB-HDQT**	17/04/2025	Personnel plan for the position of General Director of SeABank AMC_End of dual role	100%
172	**404/2025/NQ-HDQT**	17/04/2025	Through the addition of certain activities and licenses	100%
173	**382/2025/QD-HDQT**	11/04/2025	Establish a steering committee for the vertical business model project	100%
174	**369/2025/NQ-HDQT**	09/04/2025	Personnel plan for the position of branch manager in Quang Ninh_Recruitment	100%
175	**368/2025/NQ-HDQT**	09/04/2025	Personnel plan for the position of branch manager in Quang Ninh - Discontinuation of dual responsibilities	100%
176	**358/2025/NQ-HDQT**	08/04/2025	Through the Bank's 2024 Annual Report	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
177	**356/2025/QD-HDQT**	03/04/2025	Change of name and location of Thanh Xuan Branch office	100%
178	**334/2025/NQ-HDQT**	28/03/2025	Through several discussions related to the organization of the 2025 AGM	100%
179	**319/2025/QD-HDQT**	24/03/2025	List of staff participating in the training and professional development program in China (NFX) 2024	100%
180	**316/2025/QD-HDQT**	24/03/2025	Issuing the organizational structure for the Large Corporate Clients Division	100%
181	**315/2025/NQ-HDQT**	24/03/2025	Through adjustments to the organizational structure and functions of the Large Corporate Clients Division	100%
182	**314/2025/NQ-HDQT**	24/03/2025	Approve the distribution of after-tax profits for the year 2024 of the Bank	100%
183	**312/2025/NQ-HDQT**	24/03/2025	Approval of the employee welfare program to celebrate the Bank's 31st anniversary, funded by the Bank's Welfare Fund	100%
184	**306/2025/NQ-HDQT**	21/03/2025	Approve loans from Proparco and FMO, and sign the Credit Documents	100%
185	**298/2025/QD-HDQT**	19/03/2025	Resolution on strengthening security and order maintenance	100%
186	**297/2025/QD-HDQT**	19/03/2025	Some issues related to awarding stock options to the Bank's management in 2024	100%
187	**287/2025/NQ-HDQT**	17/03/2025	By selecting an independent auditing firm to perform the audit of the capital change report	100%
188	**264/2025/QD-HDQT**	11/03/2025	Amendment to SeABank's License regarding the Charter capital level	100%
189	**256/2025/QD-HDQT**	10/03/2025	Send staff to attend the 2025 Payments Banking Forum ASEAN organized by JPMorgan Chase in Malaysia	100%
190	**254/2025/NQ-HDQT**	10/03/2025	Approval of the content of the audited separate and consolidated financial statements for the fiscal year ended December 31, 2024	100%
191	**246/2025/QD-HDQT**	07/03/2025	Authorize Mr. Nguyen Tuan Anh or Mr. Andrew Vo to sign the agreement letter with Linklaters	100%
192	**239/2025/QD-HDQT**	06/03/2025	SeABank Head Office Trade Union is tasked with repurchasing and recovering ESOP shares from 2021 and 2022	100%
193	**238/2025/NQ-HDQT**	06/03/2025	The selection of an auditing firm to provide assurance services regarding the operation of the internal audit system for the preparation and presentation of the Bank's financial statements for the year ended December 31, 2024	100%
194	**226/2025/NQ-HDQT**	04/03/2025	Through a request to the SBV to add more business activities to SeABank's license	100%
195	**225/2025/NQ-HDQT**	04/03/2025	Through several aspects related to the Bank's 2025 Budget Plan	100%
196	**208/2025/NQ-HDQT**	28/02/2025	Through the final registration date for shareholders to exercise their right to attend the 2025 AGM	100%
197	**203/2025/NQ-HDQT**	26/02/2025	Personnel plan for the position of Branch Manager at SeABank Can Tho_Recruitment	100%
198	**202/2025/NQ-HDQT**	26/02/2025	Personnel plan for the position of Branch Manager of SeABank Can Tho_Dismissal	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
199	**201/2025/NQ-HDQT**	26/02/2025	Personnel plan for the position of Branch Manager of SeABank Quang Ninh_ Appointment	100%
200	**200/2025/NQ-HDQT**	26/02/2025	Personnel plan for the position of Branch Manager of SeABank Quang Ninh - Termination of dual role	100%
201	**188/2025/QD-HDQT**	25/02/2025	Decision on summarizing the share issuance under the ESOP Program in 2024	100%
202	**186/2025/QD-HDQT**	25/02/2025	Decision to recognize the title "Outstanding Labor Collective"	100%
203	**177/2025/QD-PCTHDQT**	24/02/2025	Authorize and delegate to Mr. Nguyen Tuan Anh or Mr. Vo Long Nhi the signing of the Legal Consulting Services contract and related documents under the Proparrco and FMO agreements	100%
204	**170/2025/NQ-HDQT**	21/02/2025	Issuing regulations on asset classification, provision rates, risk provision methods, and the use of risk provisions to handle risks related to customer loans at SeABank facing difficulties due to the impact and damage of Typhoon No. 3 in 2024	100%
205	**166/2025/NQ-HDQT**	20/02/2025	Based on the results of the first share distribution and the second share distribution plan under the ESOP Program in 2024	100%
206	**157/2025/QD-HDQT**	17/02/2025	SeABank Head Office Trade Union is tasked with repurchasing and recovering ESOP shares from 2021 and 2022	100%
207	**149/2025/NQ-HDQT**	14/02/2025	Through the list of candidates for the election of additional Independent Members to the BOD	100%
208	**146/2025/NQ-HDQT**	13/02/2025	Approve the capital plan and allocation for 2025	100%
209	**134/2025/QD-PCTHDQT**	10/02/2025	Authorize and delegate Mr. Nguyen Tuan Anh and/or Mr. Vo Long Nhi to sign the IFC Project Service Agreement	100%
210	**133/2025/QD-CTHDQT**	10/02/2025	I hereby authorize and delegate to Mr. Nguyen Tuan Anh and/or Mr. Vo Long Nhi the authority to sign payment documents for HSC	100%
211	**117/2025/QD-HDQT**	03/02/2025	Repeal certain provisions in Decision No. 137/2025/QD-HĐQT regarding the assignment of duties and delegation of authority to Mr. Le Quoc Long	100%
212	**112/2025/QD-HDQT**	03/02/2025	Mrs. Nghiem Thi Thu Nga has resigned from her position as Chief Accountant of PTF	100%
213	**111/2025/QD-HDQT**	03/02/2025	Mr. Nguyen Quang Thang has resigned from his position as a member of the Supervisory Board of PTF	100%
214	**110/2025/QD-HDQT**	03/02/2025	Mr. Nguyen Anh Tuan has resigned from his position as a full-time member of the Supervisory Board of PTF	100%
215	**109/2025/QD-HDQT**	03/02/2025	Mrs. La Thi Hien has resigned from her position as a member of the BOD of PTF	100%
216	**108/2025/QD-HDQT**	03/02/2025	Mr. Hoang Huy Chuong has resigned from his position as a member of the BOD of PTF	100%
217	**107/2025/QD-HDQT**	03/02/2025	Mr. Nguyen Minh Thang has resigned from his positions as a member of the BOD, Chairperson of the BOD of PTF, and has also ceased to be the legal representative	100%
218	**106/2025/QD-HDQT**	03/02/2025	Mrs. Nguyen Thi Thu Huong has resigned from her positions as Member of the BOD and Vice Chairperson of the BOD	100%
219	**105/2025/QD-HDQT**	03/02/2025	Mr. Le Quoc Long has resigned from his positions as Member of the BOD and Vice Chairperson of the BOD	100%
220	**99/2025/NQ-HDQT**	24/01/2025	Through PTF's 2024 Financial Statements	100%

No.	Resolution/ Decision Number	Day	Content	Approval rate
221	**89/2025/NQ-HDQT**	23/01/2025	Through the separate and consolidated financial statements for the fourth quarter of 2024	100%
222	**81/2025/QD-SeABank**	22/01/2025	Authorize Mr. Nguyen Tuan Cuong - Deputy General Director to sign the support agreement with PTF	100%
223	**78/2025/QD-HDQT**	22/01/2025	Applying additional remuneration to Board Members	100%
224	**80/2025/NQ-HDQT**	22/01/2025	Through the signing of a support agreement with PTF	100%
225	**76/2025/NQ-HDQT**	22/01/2025	Through the application of additional remuneration for members of the BOD and members of the Supervisory Board.	100%
226	**75/2025/NQ-HDQT**	22/01/2025	Through the year-end bonus program for units and individuals in 2024 from the Reward Fund	100%
227	**67/2025/NQ-HDQT**	21/01/2025	Approval of the PTF Budget Plan 2025	100%
228	**45/2025/NQ-HDQT**	15/01/2025	Through the issuance of the Regulations on Assessing and Managing Minimum Capital Adequacy Ratios under Basel II	100%
229	**41/2025/QD-HDQT**	13/01/2025	Amendments and additions to the PCCV (Prosecution and Decision-Making Authority), decentralization of approval and decision-making authority for Mr. Le Quoc Long	100%
230	**37/2025/QD-HDQT**	11/01/2025	Appointment of Deputy General Director Bui Quoc Hieu	100%
231	**36/2025/QD-HDQT**	11/01/2025	Appointment of Deputy General Director Le Thanh Hai	100%
232	**35/2025/NQ-HDQT**	11/01/2025	Through the appointment of senior personnel at SeABank.	100%
233	**32/2025/QD-HDQT**	10/01/2025	Applying additional compensation to Mr. Fegus Macdonald Clark - Independent Member of the BOD	100%
234	**31/2025/QD-HDQT**	10/01/2025	Applying additional compensation to Mr. Mathew Nevil Welch - Member of the BOD	100%
235	**24/2025/NQ-HDQT**	09/01/2025	Through the selection of an independent auditing firm for 2025	100%
236	**17/2025/QD-HDQT**	03/01/2025	Change of address for 2 transaction offices under SeABank Da Nang branch	100%
237	**12/2025/NQ-HDQT**	03/01/2025	Through SeABank's 2025 Budget Plan	100%
238	**11/2025/QD-HDQT**	02/01/2025	Complete the release of shares ahead of schedule in 2023	100%
239	**07/2025/NQ-HDQT**	02/01/2025	Through the action program and regular meeting plan for 2025	100%
240	**02/2025/NQ-HDQT**	02/01/2025	Through the implementation of the ESOP program in 2024	100%

Supervisory Activities of the BOD

Monitoring the implementation of the BOD' strategy

Monitoring the implementation of the BOD' strategy	Implementation in 2025
Supervise the BOD within the legal framework and internal regulations	Practical implementation: • The BOD supervises the General Director in accordance with the Articles of Association, the Regulations on the Organization and Operation of the BOD, the Internal Corporate Governance Regulations, and current legal regulations. Benefits of implementation: • Ensures the supervisory role and accountability of the BOD to the EMB in accordance with international practices, contributing to the protection of shareholder rights and stakeholders.
Institutionalizing the strategy through internal regulations	Practical implementation: • In 2025, the BOD will issue internal regulations/rules within its authority to concretize the Bank's strategies, creating a basis for the BOM Office to implement the strategy in a synchronized and systematic manner. Benefits of implementation: • Meets the requirements of international corporate governance principles for establishing a clear governance framework to ensure effective strategy execution ** Details are provided in the List of BOD' Resolutions/Decisions issued in 2025 in Section 5, Part II of this Report.*
Conduct periodic and ad hoc comprehensive performance reviews	Practical implementation: • The BOD holds regular quarterly meetings, or extraordinary meetings when necessary, to evaluate the overall performance of the Bank, including: » Business performance results; » Human resources and leadership development; » Risk management; » Compliance control status; » Operational activities and other strategic factors. • Based on this evaluation, the BOD issues Resolutions, Directives, and Announcements to provide direction, policies, and guidance for the BOM Office to implement. • Subsequently, the BOD is responsible for organizing the implementation and reporting the results as required by the BOD, the committees under the BOD, and the Supervisory Board for monitoring purposes. Benefits of implementation: • Meets the requirements regarding the roles and responsibilities of the BOD in the ACGS section "Responsibilities of the Board" and the OECD Principles on comprehensive strategic and risk oversight.
Periodic and thematic reports	Practical implementation: • The BOD submits periodic reports (weekly, monthly, quarterly) and thematic reports at briefing meetings with the BOD and its subordinate committees. • The report covers areas such as governance, business operations, risks, compliance control, human resources, and professional matters for each member of the BOD. Benefits of implementation: • Ensures the BOD is up-to-date on operational matters, enhances internal transparency, and supports the Board in effectively fulfilling its oversight responsibilities according to international standards.
Annual allocation of targets and plans	Practical implementation: • The BOD assigns annual business targets, plans, and budgets that are consistent with the macroeconomic context and the development goals of each sector. Benefits of implementation: • Facilitates the BOD in implementing unified plans across the system, demonstrating responsibility for overseeing long-term strategic planning.
Transparent information system and efficient communication	Practical implementation: • A comprehensive information system and communication mechanism are established, ensuring that information regarding the objectives, strategies, and directives of the BOD is incorporated into regulations and guiding documents (directives, announcements, etc.). Benefits of implementation: • Ensure clear communication of information from senior management to relevant units and individuals, thereby enhancing awareness and accountability in task implementation. • Contributing to meeting the "Disclosure and Transparency" criteria in ACGS helps enhance the ability to disclose information transparently.
Explanation and response to internal control feedback	Practical implementation: • The recommendations of the Supervisory Board are discussed and submitted to the BOD for implementation to address and improve the effectiveness of the internal control system. Benefits of implementation: • Contributes to strengthening the supervisory role of the BOD over the entire risk management and control system.

Senior management's oversight of internal controls

SeABank establishes and operates a comprehensive and effective internal control system that complies with the regulations of the SBV and international standards of good corporate governance, ensuring the ability to continuously monitor, inspect, and adapt to risks in all of the Bank's operations.

Oversight of internal controls	Implementation in 2025
Comprehensive internal control framework and the supervisory role of senior management	• Establish a comprehensive internal control system, including an independent internal control department – Compliance (within the Risk Management, Prevention & Control Division). • Implementing a three-line defense model ensures effective risk monitoring and matching functions at all levels of management.
Continuous monitoring from the BOD to executive management	Practical implementation: • Internal control and monitoring activities are carried out throughout, from the BOD and specialized committees, the BOM Office, to the Directors of Units/Centers. Benefits of implementation: • Ensures that all control, operational activities, and internal processes are maintained, evaluated, and updated in accordance with legal regulations, practices, and requirements of the SBV.
Risk evaluation and monitoring, compliance, and information systems	Practical implementation: • Implementing internal controls through direct control activities, management information systems, and transparent information exchange processes. Benefits of implementation: • Promotes early identification of potential risks, ensuring that monitoring reports and data are updated on time and accurately.
Organizational-wide internal control scope	Practical implementation: • Internal control activities are carried out for all business processes, functional units, head office, branches, and other subsidiaries. Benefits of implementation: • Ensures compliance with laws, industry regulations, and SeABank's internal documents.
Culture of control and professional ethics	Practical implementation: • Maintain and promote a strong internal control culture linked to a system of professional ethical standards, issue regulations clearly stating prohibited behaviors, criteria for evaluating behavior, and corresponding sanctions, including: » Code of Professional Ethics; » Labor regulations; » Handbook of Professional Ethics Benefits of implementation: • Ensures discipline and ethics throughout the system.
Address outstanding issues and respond as requested	Practical implementation: • Proactively review, address, and rectify shortcomings and limitations identified in the conclusions and recommendations of the SBV, independent audit organizations, and other relevant agencies. Benefits of implementation: • Continuously improving the effectiveness of the internal control system.
Handling legal and internal violations	Practical implementation: • Strictly handle violations of laws, internal regulations, and professional ethical standards in accordance with current regulations, while simultaneously updating and improving control processes. Benefits of implementation: • Prevents inappropriate behavior, enhances compliance awareness, and ensures consistency across the entire system.

Senior management oversight in risk management

SeABank establishes and implements a comprehensive and effective risk management framework, with clear oversight by senior management, in accordance with international risk governance principles and the requirements of Circular No. 13/2018/TT-NHNN and its amendments.

Supervision of Bank Risk Management	Implementation in practice in 2025
Comprehensive risk management policy framework	• The BOD oversees the development and maintenance of the overall risk management policy framework and specific policies for key risk categories, including credit, market, operational, liquidity, and legal risks. • These policies have been refined into regulations, procedures, guidelines, models, and management tools in accordance with international standards (e.g., Basel III standards) and in compliance with legal regulations, including Circular No. 13/2018/TT-NHNN and related guiding documents.
Monitoring the implementation of risk prevention measures	Practical implementation: • Senior management oversight includes monitoring the implementation of risk mitigation measures at all levels of operation, thereby ensuring the quality of the credit portfolio and compliance with the risk limits approved by the BOD. » Monitor credit quality and portfolio structure by industry, sector, and customer segment. » Apply early warning indicators to identify risks before they exceed thresholds. » Propose and implement solutions to address portfolios or loans showing signs of potential risk. Benefits of implementation: • Ensures that risks are not only identified but also managed, minimizing the potential impact on the safety and operational efficiency of the Bank.
Regular monitoring and management feedback	Practical implementation: • The Risk Management Committee (PMC) presides over regular meetings to evaluate the implementation of policies and the effectiveness of risk management activities. The evaluation results are presented directly to the BOD. Benefits of implementation: • Helps the BOD provide timely guidance, ensuring strategic decisions balance growth objectives and financial safety, in line with the risk management standards proposed in the OECD Principles.
Environmental and social risk management	Practical implementation: • Oversee the development and implementation of sustainable development policies, integrating environmental and social risk management into the credit evaluation and approval process. • 100% of new credit or refinancing proposals undergo environmental and social risk screening and/or evaluation in accordance with internal regulations. Benefits of implementation: • Enhanced sustainability and compliance with international standards for comprehensive risk management.
Address outstanding issues and respond as requested	Practical implementation: • Proactively review, address, and rectify shortcomings and limitations identified by the SBV, independent auditors, and other relevant agencies. Benefits of implementation: • Compliance with legal requirements while ensuring the risk management framework is continuously improved and updated to meet increasingly high standards in Vietnam and internationally.

Senior management oversight of the BOD' internal evaluation of capital adequacy

The BOD assumes a comprehensive and strategic oversight role over the Bank's internal capital adequacy evaluation process, ensuring that this process not only complies with legal regulations but also accurately reflects the risk appetite and long-term business strategy.

Monitoring of internal capital adequacy evaluations	Implementation in practice in 2025
Establishing and approving the ICAAP framework	Practical implementation: • The BOD approves the policies, methods, and guidance documents for the internal capital adequacy evaluation process, ensuring compliance with international risk and capital management standards (such as Basel III) and in accordance with the regulations of the SBV. • The approved ICAAP framework includes assumptions, scenarios, stress testing, and quantitative/qualitative criteria. Benefits of implementation: • Ensuring compliance with and adherence to current regulations, establishing a comprehensive evaluation mechanism that accurately reflects the overall risk level and capital requirements.
Periodic enforcement monitoring	Practical implementation: • The BOD is responsible for organizing and conducting internal evaluations of capital adequacy levels according to the approved policy framework. • The EMB periodically presents reports on capital adequacy and ICAAP evaluation results to the BOD for timely monitoring of capital adequacy levels under various economic conditions and the ability to respond to market fluctuations. The reporting ensures compliance with the regulations stipulated in Circular 13/2018/TT-NHNN as well as other internal reports of the Bank. Benefits of implementation: • Ensures consistency in practical operations, closely aligning with the BOD' policies, and enhances accountability and capital management discipline throughout the system.
Strategy evaluation and assumption analysis	Practical implementation: • The BOD reviews the assumptions, scenarios, and simulation results of ICAAP, ensuring that these elements are consistent with the Bank's business strategy and risk appetite. • The BOD requests the EMB Office to conduct verification and update of factors affecting capital when there are significant fluctuations in the economic and financial environment. Benefits of implementation: • Ensuring alignment between strategy, risk appetite, and capital capacity; enhancing adaptability and flexibility; enabling timely adjustments to capital plans; and strengthening resilience under adverse conditions.
Address existing issues and respond to management requests.	Practical implementation: • Systematizing and addressing existing shortcomings and limitations related to internal capital adequacy evaluations as recommended by the SBV, independent auditors, and other relevant agencies. Benefits of implementation: • Improved quality of control and capital reserve capacity in high-risk situations.

Other supervisory activities of the BOD over the BOM

The BOD exercises broader oversight over the BOM to ensure that the management's competence, operational capabilities, and internal control system function effectively, consistently, and in line with the Bank's development strategy.

Other monitoring activities	Implementation in practice in 2025
Promulgate a system of hierarchical authority	**Practical implementation:** • The BOD issues and regularly reviews a system of hierarchical authority, responsibility, and approval limits for members of the EMB Office. This system is developed to suit the management needs, professional qualifications, skills, and experience of each member. **Benefits of implementation:** • Maximizing individual capabilities in strategy execution and risk control.
Monitoring through Decisions/ Resolutions and specialized committees	**Practical implementation:** • The BOD' oversight activities are carried out directly through the issuance of Decisions and Resolutions on strategic governance, risk, and operations, as well as indirectly through supporting Committees/Councils such as: » Risk Management Committee » HR Committee » Technology Committee • These committees are responsible for advising, conducting in-depth evaluations, and providing regular reports to the BOD on matters within their oversight scope. **Benefits of implementation:** • Creates a multi-directional control and feedback mechanism, improves the quality of advisory services, timeliness of feedback, and effectiveness of strategic, risk, and operational management.
Internal information exchange and reporting mechanism	**Practical implementation:** • Maintain a transparent and consistent information exchange system based on the "3-line of defense" model. Information flows in both directions: » From the BOD/EMB down to the operating units via the management information system; » Feedback from various units/functional units is relayed to the BOD and the EMB through a system of regular and event-based reporting. **Benefits of implementation:** • Ensures that all levels of management and relevant individuals have full access to the objectives, strategies, policies, processes, and responsibilities.
Managing feedback and handling violations	**Practical implementation:** • The internal reporting platform includes a mechanism for recording and processing information on violations, enabling Compliance (RM, L&C Division) to perform the function of receiving, classifying, and processing issues related to violations of laws, internal regulations, and professional ethical standards. **Benefits of implementation:** • Strengthens transparency in governance, promotes rapid feedback and accountability throughout the organization.

ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOD

Introduction to Independent Board Members:

The BOD for the 2023 - 2028 term has two Independent Members: Mr. Fergus Macdonald Clark and Mr. Matthew Sander Hosford.

MR. FERGUS MACDONALD CLARK

Independent member of the BOD

Member of the Risk Management Committee

Experience/Expertise:

- With 28 years of experience in the finance and banking sector, specializing in risk management, law, and serving as a consultant and senior expert on projects at numerous Vietnamese and international organizations, including 17 years working directly in finance and banking departments.
- Mr. Fergus Macdonald Clark is currently also a member of the Bank's Risk Management Committee.

MR. MATTHEW SANDER HOSFORD

Independent member of the BOD

Member of the Technology Committee

**Elected as additional member on April 25, 2025*

Experience/Expertise:

- Matthew Sander Hosford holds a Master of Business Administration (MBA) from Harvard Business School and a Bachelor of Science from Brigham Young University. He has over 35 years of experience in the banking and finance sector.
- He previously served as CRO of Santander Bank Asia (Hong Kong); and as a senior banking expert at the International Finance Corporation (IFC), a member of the World Bank. He is also currently a member of the Bank's Technology Committee.

Evaluation of the performance of independent Board members in 2025

In 2025, the Independent Members of the BOD fully performed their duties and functions, actively and proactively participating in discussions and contributing opinions in written votings/meetings of the BOD and in the activities of the Bank's Risk Management Committee, specifically:

For MR. FERGUS MACDONALD CLARK

- Attend all four regular meetings of the BOD in 2025 and participate in written voting on nearly 100 documents requiring written opinions, providing advisory opinions to the BOD (when necessary).
- Independent members do not receive any remuneration from subsidiaries, affiliates, or other organizations.
- Attend two regular sessions of the Risk Management Committee and participate in written voting on documents submitted for comments via email.
- Directly engage with members of the EMB and various departments/divisions/operations to share risk management experiences and management models based on international best practices, so that SeABank can consider applying them appropriately to the market.
- Participate in training courses/workshops on corporate governance such as: Vietnam Banking Forum: Prospects for Sustainable Credit and Finance.
- Attending meetings to review business performance for the first six months of 2025 and to summarize business performance for the whole year of 2025, as well as some briefing meetings of the EMB at the invitation of the CEO.
- Attended several meetings and cooperation signing ceremonies with foreign partners both domestically and internationally: working visit to France.

For MR. MATTHEW SANDER HOSFORD

- Since his election on April 25, 2025, Mr. Matthew has fully attended all 3 regular BOD meetings in 2025 and participated in written voting on 65 written consultations, providing advisory opinions to the BOD (when necessary).
- Independent members do not receive any remuneration from subsidiaries, affiliates, or other organizations.
- Attend the meetings of the Technology Committee, and participate in voting in writing on documents submitted for comments via email.
- Directly engage with members of the EMB and various departments/divisions/sections to share experiences in international management and finance, particularly in the field of international credit.
- Participate in corporate governance training courses/workshops such as "Introduction to the BOD" (VIOD).
- Attending the Bank's business performance review meetings for the first six months of 2025 and the overall business performance review for 2025, as well as some briefing meetings of the EMB at the invitation of the CEO.
- Attended several meetings and cooperation signing ceremonies with foreign partners both domestically and internationally: working visit to the Netherlands.

Independent member's evaluation of the BOD' performance

During the performance of its functions and duties, the Independent Members of the BOD assessed the Bank's BOD' activities as follows:

Overall evaluation:

- During the reporting year, the BOD maintained its strategic governance role, closely overseeing the activities of the EMB. Decisions were made on the basis of full information and consideration of the long-term impact on shareholders and stakeholders.
- The BOD regularly reviews important matters within its authority, such as business plans, risk strategies, related-party transactions, asset investments, capital plans, and senior personnel appointments. This review is conducted through regular meetings and written consultations to ensure the timeliness of governance decisions.
- Resolutions are adopted by majority vote, minutes are fully recorded and archived as required, ensuring transparency and verifiability.
- From an independent perspective, the BOD has fulfilled its "fiduciary duty"—acting in the best interests of the Bank and its shareholders, while balancing growth objectives with risk control.

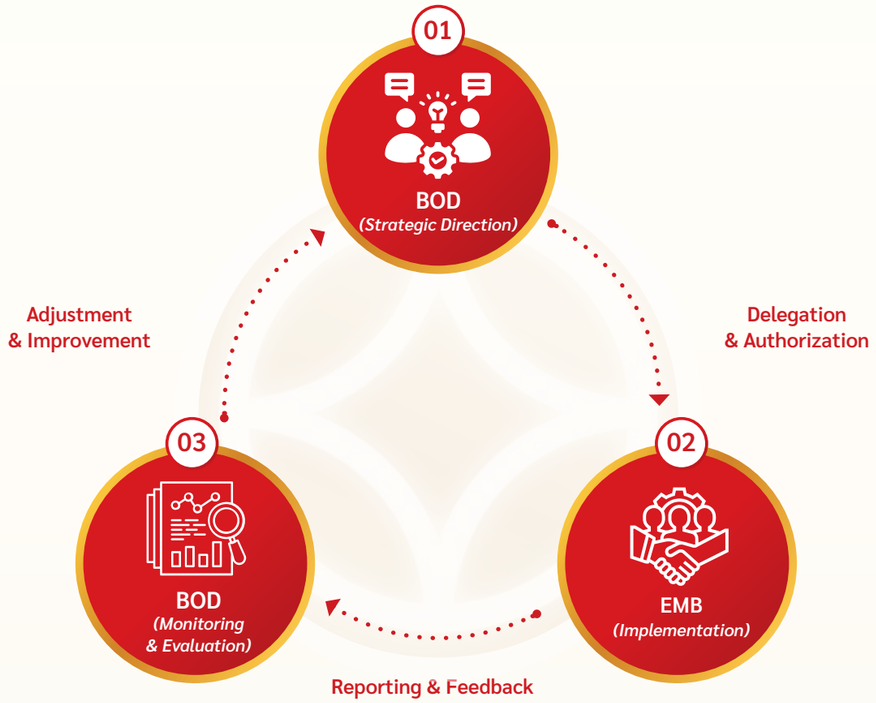
Assessing the BOD' structure and supervisory capacity: the BOD' structure facilitates a balance between supervision and executive support:

COMPETENCE	• The roles, responsibilities, and scope of authority of the BOD are clearly defined in the Charter, the Internal Regulations on Corporate Governance, and the Regulations on the Organization and Operation of the Bank's BOD. • The regulations are clear, consistent, and ensure compliance with the provisions of the Law on Credit Institutions 2024, the Enterprise Law 2020, and the Securities Law 2019, and acknowledge the good corporate governance practices of VNCG/OECD and ACGS.
SCALE	In 2025, the BOD will have a total of 8 members, including: • 2/8 Independent Members according to the standards of the Law on Credit Institutions 2024 and 3/8 according to the Enterprise Law 2020 and best practices on corporate governance of VNCG and OECD. • 2/8 members are related parties; no board members participate in management, in accordance with relevant laws and regulations, and aiming towards international standards and practices of good governance.
DIVERSITY	In 2025, the BOD elected an additional independent foreign member, Mr. Matthew Sander Hosford. Professional experience: previously worked for IFC, with over 35 years of experience in the banking sector, particularly in credit and bank management.
INDEPENDENCE	The members of the BOD maintain independence in making evaluations and objectivity in making decisions on matters within their authority, especially independence from the EMB and major shareholders (currently SeABank has no major shareholders).
EFFECTIVE	• All members of the BOD fully and actively participate in planning, compliance control, and ensuring good corporate governance practices. • The specialized committees operate effectively, supporting the BOD in decision-making. ** Details are presented in Chapter V-6 Activities of the Committees under the BOD (page 200-205) of this Report.*

Evaluating the operational mechanism

- In 2025, the BOD held four regular meetings and conducted written consultations on nearly 100 documents. These meetings and consultations were convened and conducted according to a specific schedule, with complete documentation prepared, in compliance with the company's charter and applicable laws. The content of the meetings and the resolutions adopted through written consultations were carefully discussed, evaluated, and approved by the Board members.
- Issues related to strategy, business plans, finance, transactions with related parties of the Bank, risk management strategy/policies, capital increase plans, etc., are all discussed and closely monitored between the BOD and the EMB.
- Changes to the budget plan and investment strategy for the Bank's headquarters are conducted independently, with feedback exchanged between the BOD and the EMB.
- The relationship between the BOD and the EMB reflects the principle: BOD directs – EMB implements – BOD supervises.

DIAGRAM OF INTERACTION BETWEEN THE BOD AND THE EMB



Evaluating the results of governance and supervision

- Overall, the BOD has performed well in implementing the plans, policies, and strategic directions set forth by the GMS.
- The BOD has complied with corporate governance regulations, convened regular meetings, and conducted written consultations to pass resolutions in order to promptly direct and issue decisions appropriate to the actual situation.
- The BOD has fulfilled its role and responsibilities in directing, supporting, and supervising the EMB in implementing the contents approved by the GMS and the BOD, ensuring compliance with legal regulations while harmonizing the interests of the Bank and its shareholders.
- The BOD also regularly attends the EMB's regular and extraordinary meetings. Important decisions of the EMB are analyzed, debated, and consulted with members of the BOD/Chairperson of the BOD to ensure the Bank's best interests are protected.
- Board members proactively identify their roles and responsibilities in supporting the EMB and share experiences, interact, and exchange information with the EMB regarding corporate governance practices.

This mechanism helps the BOD improve the quality of governance decisions; reduce the risk of information asymmetry; and ensure control without reducing operational

ACTIVITIES OF THE BOD COMMITTEES IN 2025

In 2025, the Risk Management Committee and the HR Committee, reporting to the BOD, continued to be strengthened according to the structure of the BOD for the 2023-2028 term and the personnel of the EMB, closely adhering to the internationalization orientation and aiming to approach current international standards, conditions, and practices in the market.

The Risk Management Committee and the HR Committee have also performed their functions and duties in accordance with the law and regulations of SeABank; advising and assisting the BOD in key areas of the Bank, helping the BOD make appropriate and specific decisions:

Risk Management Committee

Functions and responsibilities of the Risk Management Committee:

- Advising the BOD on the following matters:
  - » Develop and implement risk management policies.
  - » To issue procedures and policies within the authority of the BOD related to risk management in banking operations in accordance with the law and the Charter of SeABank.
  - » Address and rectify shortcomings and limitations in risk management in accordance with the requirements and recommendations of the SBV, independent auditing organizations, and other relevant authorities.
  - » The BOD has the authority to approve investments, related transactions, governance policies, and risk management plans within the scope of its functions and responsibilities.
  - » Senior management oversight of internal evaluations of legally required capital adequacy.
  - » Other matters will be determined by the BOD.
- Review and evaluate the suitability and effectiveness of the Bank's current risk management processes and policies to advise and make recommendations to the BOD on necessary changes to current processes and policies, operational strategies, and risk mitigation plans within the scope of functions and duties assigned by the BOD.
- Analyze and provide warnings about the bank's safety level in the face of potential risks and potential threats, and suggest preventive measures against these risks in both the short and long term.
- For sustainable development:
  - » Advising the BOD on the following matters:

    (i) Managing socio-economic risks and promoting sustainable development in credit and investment activities.

    (ii) Issuing policies on environmental and social risk management falls under the authority of the BOD as stipulated by law and SeABank's charter.
  - » Monitoring and evaluating the effectiveness of implementing policies/regulations on environmental and social risk management.
  - » Propose to the BOD a plan to improve the effectiveness of the social and environmental risk management system within the scope of functions and duties assigned by the BOD.
- Other tasks as decided by the BOD from time to time must comply with legal regulations

Results of the Risk management Committee's operations in 2025

Activities	Details and implementation results
Develop a program and action plan for 2025	**Objectives:** • To assess the implementation of resolutions from the meeting, plan tasks for the next period, review risk management, and address other related issues. **Result:** • The Risk Management Committee approved the 2025 action plan with the following focus: » Control credit risk, enhance early warning systems and debt recovery. » Improve the monitoring of collateral assets. » Complete and improve regulations, risk management tools, and GRC systems. » Strengthen training and communication on risk identification for business units. » Ensure compliance with risk appetite, internal limits, and SBV requirements throughout the system.
The Risk Management Committee holds regular meetings every six months	Results of the implementation of the Risk Management Committee's meeting in 2025: • Continue to implement risk management measures in a coordinated manner throughout 2025 in accordance with the BOD' direction, ensuring compliance with the Law on Credit Institutions 2024, the Circulars of the SBV, and aligning with the goal of safe and sustainable business growth. • Review, update, and refine internal documents, especially those under the authority of the BOD; strengthen monitoring of compliance with credit guidelines, limits, and risk appetite. • Implement programs to enhance the capacity to assess and evaluate existing credit products, with a particular focus on cashless payment products, in order to shorten the lending process, align with the digital transformation plan, and ensure the security and safety of payment operations. • Implement close credit monitoring for customer segments, products, and regions according to the targets in the Credit Orientation 2025 and the quarterly Risk Management Committee reports. • Proactively review, detect, and provide early warnings of risks related to credit granting activities, especially in the area of credit granting via cards, in order to meet the Bank's card development strategy. • Many key credit and data-related risk management projects have been completed and put into operation, including: an automated debt classification system, a credit rating model, an early warning system, CIC reporting as required, and an upgraded risk management database (Risk Datamart), contributing to improved risk monitoring and reporting efficiency.

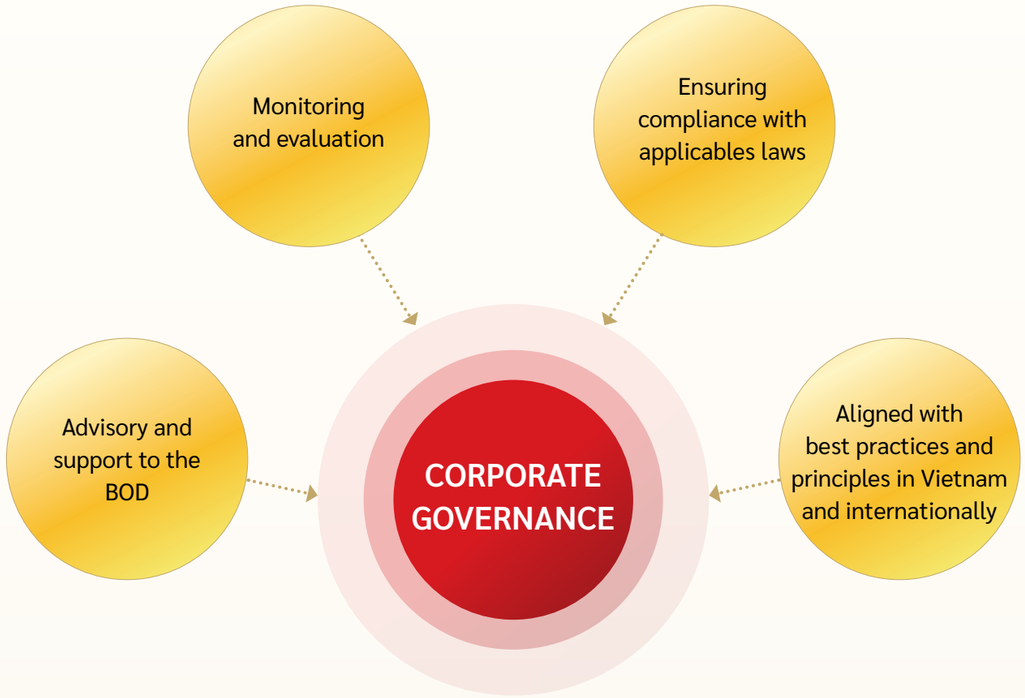
Results of the Risk management Committee's operations in 2025 (continued)

Activities	Details and implementation results
The Risk Management Committee holds regular meetings every six months *- continued -*	• Market risk management, operational risk management, and capital safety continue to be prioritized; ensuring compliance with safety ratios, managing capital according to risk appetite, and gradually implementing Basel III standards. • Regarding sustainable development: Continue to improve the ESMS, and develop policies and programs to promote green credit, linked to sustainability goals.
Solicit opinions from members of the Risk Management Committee	**Objective:** • To advise and support the BOD in issuing/amending/supplementing procedures and policies within the Board's authority. **Kết quả:** • The organization sought feedback on the processes and policies related to SeABank's operational risk management, including: » Credit risk management strategy at SeABank » Operational Risk Management Strategy at SeABank » Market Risk Management Strategy at SeABank » Interest Rate Risk Management Strategy on the Bank Book at SeABank » Sustainable Development Strategy at SeABank » Risk appetite at SeABank for the period 2026-2030 » Report on the capital plan and allocation for 2025
Regular reporting and monitoring (quarterly)	• The RM, L&C Division is responsible for preparing internal risk Governance Reports and submitting them to the Risk Management Committee (through the committee secretary). • Some of the report's contents in 2025 include: » Key risk categories (credit risk, market risk, interest rate risk on the banking book, liquidity risk, liquidity risk); » Capital Adequacy Ratio (CAR) Report; » Report on anti-money laundering efforts... • This provides the Risk Management Committee with a basis for conducting evaluations and advising the BOD on the bank's risk management.

HR Committee

Functions and responsibilities of the HR Committee

- Regarding sustainable development: advising and assisting the BOD in corporate governance and monitoring and evaluating corporate governance practices, ensuring compliance with current laws on corporate governance of the Bank and aiming towards good corporate governance principles and practices in Vietnam and internationally.



- Research, advise, and submit for approval to the BOD on the following matters:
  - » The size and structure of the BOD and the executive management are appropriate to the scale of operations and the development strategy of the Bank;
  - » Handling personnel issues arising during the process of electing, appointing, dismissing, and removing members of the BOD, Supervisory Board, and Bank Executives in accordance with the law and the Bank's charter.
  - » The bank's human resources strategy, budget, and succession plan.
  - » The appointment and dismissal procedures, as well as the salaries, bonuses, benefits, and welfare applicable to positions under the BOD' authority, are governed by law and SeABank's charter in accordance with regulations in each period.
  - » The BOD has the authority to issue internal regulations of the bank regarding salaries, remuneration, bonuses, personnel selection procedures, training, and other benefits policies for the bank's executives, officers, and employees.
- Implement a system of regular or ad hoc reporting on daily activities and issues arising in the performance of the Committee's functions and duties.

Results of the HR Committee's activities in 2025

Work	Details and implementation results
Providing advice and support on organizational restructuring	Complete the restructuring of the organizational structure of the Units in accordance with the development strategy and business orientation objectives, including: • Treasury & Financial Markets Division • Investment Division • Large Corporate Banking Division • Corporate Banking Division • Retail Banking Division • Business Transformation & Digital Services for Retail banking Division • Risk Management, Legal & Compliance Division • International Strategy & Finance Division • Human Resources Management & Development Division
Providing advice and assistance regarding the recruitment, appointment, and dismissal of positions within the authority of the BOD	• Advising the BOD on the proposal to the GMS to elect an additional Independent Member of the BOD for the 2023-2028 term, who is Mr. Matthew Sander Hosford - a member with extensive experience in finance and sustainable development, and a long tenure at IFC. • Advising the BOD on the appointment of two Division Directors to the position of Deputy General Director; dismissing and appointing key positions at SeABank's subsidiaries and project teams, including: » Appointing Mr. Le Thanh Hai – Director of the Retail banking Division – to the position of Deputy General Director. » Appointing Mr. Bui Quoc Hieu – Director of the Credit Approval Division – to the position of Deputy General Director. » Mr. Vu Dinh Khoan has resigned from his position as CEO of SeABank AMC. » Appointed Mrs. Nguyen Thanh Ngoc to the position of CEO of SeABank AMC. » Eight management positions at SeABank have been terminated based on the Capital Transfer Agreement between SeABank and AFS dated October 20, 2023. » Appointing members of the Steering Committee for the Vertical Business Model Project. • Advising the BOD on the appointment and dismissal of Branch Managers at SeABank, including: Quang Ninh Branch; Can Tho Branch, Saigon Branch, Dong Nai Branch, Binh Phuoc Branch, Long An Branch, Binh Chanh Branch...
Providing advice on annual human resource policies and performance evaluation/ incentive policies	• Several human resource policies were advised and implemented according to plan, effectively promoting appreciation and increasing benefits for employees, notably: » PVICare Health Insurance Policy 2025 » Periodic health check-ups in 2025 » The program for evaluating competence, planning, and appointing employees according to a periodic career path in 2025... » Welfare policy to celebrate the Bank's 31st anniversary • The KPI system continues to be implemented and targets are assigned according to the business plan, closely aligned with the Bank's strategic development direction for 2025. Simultaneously, effectiveness is evaluated, and policies such as KPIs and supplementary sales bonuses for sales staff are adjusted and updated to promote superior efficiency and productivity, consistently aligning with the 2025 business goals and plans for each segment.

Technology Committee

Functions and responsibilities of the Technology Committee

According to Decision No. 703/2024/QD-HĐQT issued on August 19, 2024, regarding the establishment of the Technology Committee directly under the BOD, the functions and duties of the Technology Committee include:

- To advise and assist the BOD in approving development strategies, projects, and budgets (including but not limited to the scale and structure of investments) related to the Bank's technology and digital banking.
- Monitor and evaluate the aforementioned strategies and projects, ensuring they are consistent with the actual situation, scale of operations, and development strategy of the Bank, the approved investment budget for each period, and aligned with the Bank's overall development strategy.
- The BOD will appraise and evaluate projects, plans, and investment schemes in technology and digital banking under its authority before approving and directing the implementation of these projects, plans, and schemes, in accordance with the law and SeABank's Charter.
- Advise the BOD on transformation programs to implement the Bank's technology and digital banking strategies and projects in each period.
- Advise the BOD on handling technology and digital banking issues arising during operations in accordance with the law and the bank's charter.
- Conduct research and advise the BOD on the issuance of internal regulations of the bank within the Board's authority regarding mechanisms and policies related to technology and digital banking in each period.
- Implement a system of regular or ad hoc reporting on daily activities and issues arising in the performance of the Committee's functions and duties.

Results of the Technology Committee's activities in 2025

The Technology Committee has held numerous meetings to evaluate proposals from the Business Units and the Technology & Digital Banking Division regarding the implementation of new information technology projects/items in 2025. The approved projects aim to achieve the following four key objectives:

ENSURE A STABLE OPERATIONAL FOUNDATION AND COMPLIANCE

- Fully and timely respond to the requirements of the law and State management agencies.
- Invest in and modernize essential IT infrastructure, ensuring continuous, stable, and safe system operation.

PROMOTE GROWTH AND ENHANCE COMPETITIVENESS

- Apply new technologies to develop products and services with competitive value, meeting business growth goals.
- Digitalize and improve the customer journey, delivering a superior service experience,

OPTIMIZE OPERATIONS AND IMPROVE EFFIENCY

- Automate manual procedures and operational tasks to reduce errrors, save costs, and increase labor productivity.

STRENGTHEN RISK MANAGEMENT AND INTERNAL CONTROL

- Build an intergrated, comprehensive governance, risk, and compliance (GRC) internal control system.
- Upgrade the early warning and credit information system.

TRAINING AND CERTIFICATION RELATED TO CORPORATE GOVERNANCE

Corporate governance training at SeABank is primarily conducted through internal training and leadership and management development to implement the Bank's corporate governance strategies, policies, and regulations.

(i) As of December 2025, 6 out of 8 members of the BOD have undergone intensive training in Corporate Governance of the Bank, including:

No.	Full name	Job title	Training courses attended
1	**Le Van Tan**	Chairperson of the Board	• The ESG Integrated Board Member Certification Program
2	**Khuc Thi Quynh Lam**	Vice Chairperson of the BOD	• The ESG Integrated Board Member Certification Program
3	**Tran Thi Thanh Thuy**	Board Member	• The ESG Integrated Board Member Certification Program
4	**Fergus Macdonald Clark**	Independent member of the BOD	• The ESG Integrated Board Member Certification Program
5	**Mathew Nevil Welch**	Board Member	• The ESG Integrated Board Member Certification Program
6	**Matthew Sander Hosford (*)**	Independent member of the BOD	• The ESG Integrated Board Member Certification Program

(*) Mr. Matthew Sander Hosford has been elected as an additional Independent Member of the Bank's BOD effective April 25, 2025.

(ii) By December 2025, the team of Corporate Secretaries – the support staff of the BOD – will have participated in intensive training on Corporate Secretarial work integrated with ESG, including:

No.	Full name	Job title
1	**Vu Quoc Tuan**	Deputy Director in charge of the BOD Office and Company Secretary, Person in charge of Corporate Governance
2	**Dao Minh Nguyet**	Deputy Director of the BOD Office and Company Secretary, Person in Charge of Corporate Governance
3	**Hoang Tuyet Mai**	Head of Corporate Governance Secretariat – BOD Office, also serving as Company Secretary, Corporate Governance Officer
4	**Nguyen Thi Ngoc**	Deputy Head of Corporate Administration Secretariat – BOD Office

(iii) In 2025, the BOD members, along with the Corporate Governance Secretaries – BOD Office, Supervisory Board, and Internal Audit Department, will also attend specialized, in-depth courses/workshops on corporate governance and promoting sustainable transformation, including but not limited to:

No.	Course/Forum	Content	Object	Number of people participating in training
1	**Vietnam Banking Forum: Prospects for Sustainable Credit and Finance**	Discussing credit prospects and ESG trends in the Vietnamese banking system, challenges including gaps in the legal and regulatory framework, and data limitations	Board Member	01
2	**ESG Pioneers Course – Driving Sustainable Transformation 2025**	Equip yourself with the knowledge and tools to successfully implement an ESG strategy, design an ESG management system linked to KPIs, prepare internationally standardized reports (GRI, IFRS), and leverage opportunities from green trends to enhance competitiveness and long-term development, turning responsibility into advantage	Corporate Governance Secretary	02
3	**Listed Companies Conference 2025**	Report "Status of Listed Companies, Summary of the 2025 Listed Company Awards"	• Member of the BOD • Corporate Governance Secretary	03
4	**Workshop "Boards of Directors Shaping the Future: Perspectives from Digital Governance and Sustainable Development"**	Focusing on key themes such as the guiding and leading role of the BOD in promoting technology linked to sustainable development; how the BOD and the EMB apply digital technology and AI in strategy development and strategic decision-making, forecasting trade disruptions and optimizing supply chains	Board Member	03
5	**Annual Forum on Corporate Governance**	The focus of the discussion was on an action plan with a breakthrough spirit from the BOD, starting with awareness and a change in approach to defining Trust and Reputation – two non-financial elements in competitiveness and increasing business value	Corporate Governance Secretary	02

No.	Course/Forum	Content	Object	Number of people participating in training
6	**Director Talk (VIOD) Seminar**	The central role of the BOD is to review and evaluate the company's risk management policies and procedures	Corporate Governance Secretary	02
7	**Director Talk (VIOD) Seminar**	Climate Change Governance and the Role of the BOD: Lessons from Southeast Asia & Directions for Vietnamese Businesses – The Role of the BOD in Climate Change Governance in Southeast Asia	• Member of the BOD • Corporate Governance Secretary	04
8	**Director Talk (VIOD) Seminar**	Attracting Investment Through the Vietnamese Stock Market & the Journey to International Ranking Upgrade	• Member of the BOD • Corporate Governance Secretary	04
9	**Director Talk (VIOD) Seminar**	An event to celebrate and commemorate the 8-year journey of co-creation and enhanced governance.	• Member of the BOD • Corporate Governance Secretary	04
10	**Director Talk (VIOD) Seminar**	Countervailing Taxes: A Perspective from the BOD	• Member of the BOD • Corporate Governance Secretary	04
11	**The workshop was jointly organized by the State Securities Commission of Vietnam (UBCKNN) and VIOD, HOSE, and HNX**	Seminar: "Resolution 68-NQ/TW on the Development of the Private Economy: What Opportunities for Listed Companies and Public Companies?"	• Member of the BOD • Corporate Governance Secretary	02
12	**In-depth program on the 8th Audit Committee Meeting (ACMP8)**	• Focus on providing detailed and in-depth training on the structure, functions, powers, and responsibilities of the Audit Committee in accordance with current legal regulations, including implementing guidelines and relevant decrees. • Sharing best practices from leading Vietnamese businesses to help members effectively apply the Audit Committee model in their organizations.	• Specialized Member of the Supervisory Board • Head of Internal Audit Department	02
13	**In-depth program on the 9th Audit Committee Meeting (ACMP9)**	• Focus on providing detailed and in-depth training on the structure, functions, powers, and responsibilities of the Audit Committee in accordance with current legal regulations, including implementing guidelines and relevant decrees. • Sharing best practices from leading Vietnamese businesses to help members effectively apply the Audit Committee model in their organizations.	Supervisory Board Member	01

(iv) Some typical management training programs implemented by SeABank to enhance risk management capabilities for its sales force at business units include training courses guiding the procedures and regulations for assessing environmental and social risks for:

- Sales staff for the Corporate Banking segment (from Specialist to Team Leader level).
- Director of Large Corporate Banking Division.
- Appraisal specialist of Corporate Banking, Large Corporate Banking, Investments and Financial Institutions.

SUPERVISORY BOARD

Members of the Supervisory Board in 2025

No.	Supervisory Board Member	Position	Experience/Expertise	Number of shares owned	Shareholding percentage
1	**Mr. Nguyen Ngoc Quynh**	Head of the Supervisory Board	Bachelor of Economics - Banking Academy	1,238,989	0.0435%
2	**Mr. Nguyen Thanh Luan**	Specialized members of the Supervisory Board	Bachelor of Economics, specializing in Investment Economics - National Economics University.	194,782	0.0068%
3	**Mrs. Vu Thu Thuy**	Specialized members of the Supervisory Board	Master of Business Administration in Finance - University of Southern Columbia.	20,000	0.0007%
4	**Mrs. Vu Thi Ngoc Quynh**	Supervisory Board Member	Master of Business Administration - University of California Miramar, USA.	8,009,737	0.2815%
5	**Mr. Luong Duy Dong**	Supervisory Board Member	Bachelor of Accounting and Auditing - National Economics University.	42,623	0.0015%

Activities of the Supervisory Board in 2025

The Supervisory Board has held monthly meetings to review, evaluate, and approve the monthly inspection report submitted to the BOD; and to discuss and approve the operational plan for the following month.

In 2025, the Supervisory Board held 11 meetings with the full participation of all members. Specifically:

Members of the Supervisory Board attending regular meetings:

No.	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting
1	**Mr. Nguyen Ngoc Quynh**	11	100%	100%	-
2	**Mrs. Vu Thi Ngoc Quynh**	11	100%	100%	-
3	**Mrs. Vu Thu Thuy**	11	100%	100%	-
4	**Mr. Nguyen Thanh Luan**	11	100%	100%	-
5	**Mr. Luong Duy Dong**	11	100%	100%	-

2025 Supervisory Board Meetings

The content of the 11 meetings is as follows:

(i) Summarize quarterly activities and plan for the next quarter;

(ii) Assigning tasks to members of the Supervisory Board;

(iii) Through the annual audit plan and ad-hoc audit plan;

(iv) Based on the results of the financial statement audit;

(v) Through the content of the document outlining the high-level oversight of the Supervisory Board over internal audit;

(vi) Through other specific content.

No.	List of scheduled meetings	Content	Result
1	**Minutes of Meeting No. 1**	• Report on the Supervisory Board's performance in Q4/2024 and Report on the members' activity plans for Q1/2025. • Assign tasks to the Supervisory Board members and implement the Supervisory Board's operational plan and tasks for the first quarter of 2025	Agree on the action plan and tasks of the members for the first quarter of 2025
2	**Minutes of Meeting No. 2**	Minutes of the Supervisory Board meeting regarding the discussion of supplementary remuneration for Supervisory Board members in 2024	Through the application of supplementary remuneration in 2024 for members of the Supervisory Board
3	**Minutes of Meeting No. 3**	Minutes of the Supervisory Board meeting regarding the assignment of tasks to the Internal Audit Department	Through the content of the Internal Audit Department's work assignment
4	**Minutes of Meeting No. 4**	• Report on the Supervisory Board's performance in Q1/2025 and Report on the members' activity plans for Q2/2025 • Assigning tasks to the Supervisory Board members and implementing the Supervisory Board's operational plan and duties for the second quarter of 2025 • Review of the 2024 Financial Statements	• Agree on an action plan for the members in the second quarter of 2025. • Review of the 2024 Financial Statements.

No.	List of scheduled meetings	Content	Result
5	**Minutes of Meeting No. 5**	Bachelor's degree holders attended the 8th Advanced Training Course on the Audit Committee (ACMP8)	It was unanimously agreed to send Mr. Nguyen Thanh Luan (specialized member of the Supervisory Board) and Mr. Tran Anh Dung (Head of Internal Audit Department) to attend the 8th Advanced Training Course on the Audit Committee (ACMP8)
6	**Minutes of Meeting No. 6**	Minutes of the Supervisory Board meeting regarding the implementation of high-level supervision by the Supervisory Board over the Internal Audit Team on a periodic basis	Through the issuance of guidelines for the Supervisory Board's high-level supervision of the Internal Audit Team on a case-by-case basis
7	**Minutes of Meeting No. 7**	Bachelor's degree holders will attend the 9th Advanced Training Course on the Audit Committee (ACMP9)	It was unanimously agreed to send Mr. Luong Duy Dong (member of the Supervisory Board) to attend the 9th Advanced Training Course on the Audit Committee (ACMP9)
8	**Minutes of Meeting No. 8**	Minutes of the Supervisory Board meeting regarding the selection of an independent auditing firm for 2025 and 2026	Present to the GMS for approval of the selection of an independent auditing firm for 2025 and 2026
9	**Minutes of Meeting No. 9**	• Report on the Supervisory Board's performance in Q2/2025 and Report on the members' activity plans for Q3/2025 • Assign tasks to the Supervisory Board members and implement the Supervisory Board's operational plan and tasks for the third quarter of 2025	To finalize the action plan of the members for the third quarter of 2025 and to direct the review of the financial statements for the first six months of the year
10	**Minutes of Meeting No. 10**	Review of the financial statements for the first six months of 2025	Review of the financial statements for the first six months of 2025
11	**Minutes of Meeting No. 11**	• Report on the Supervisory Board's performance in Q3/2025 and Report on the members' activity plans for Q4/2025 • Assign tasks to the Supervisory Board members and implement the Supervisory Board's operational plan and tasks for the fourth quarter of 2025	Agree on an action plan for the members in the fourth quarter of 2025

The Supervisory Board's oversight activities over the BOD, the Executive Management, and shareholders

- The Supervisory Board's oversight of the BOD and the EMB is carried out regularly and on specific topics, based on the Government's and the SBV's operational guidance regarding the activities of credit institutions related to:
  - » Implementing monetary, credit, and foreign exchange policies.
  - » AML and counter-terrorism financing.
  - » Combating corruption.
  - » Enhance management, operational, and risk management capabilities.
  - » Enhancing financial capacity and ensuring the safety of banking operations...
- The Supervisory Board monitors the BOD' full and timely implementation of the SBV's policies, directives, and resolutions of the GMS through the issuance of resolutions and directives on business objectives, targets, and key tasks. It also monitors the establishment of committees under the BOD in accordance with the law and their effective role in the Bank's governance.
- The Supervisory Board oversees the EMB in organizing and implementing tasks and business plans in accordance with the direction of the GMS and the BOD. It ensures that the EMB' operational responsibilities are clearly assigned to each business unit. Simultaneously, it continuously reviews internal regulations to standardize the internal document system and ensures timely updating of regulations from the SBV and relevant laws, thereby ensuring the smooth, safe, and efficient operation of the Bank.

- The Supervisory Board monitors the EMB' implementation of the Restructuring Plan associated with handling bad debts for the period 2021-2025 through the internal information system (Activity Reports, Monitoring Reports from Units at levels 1 and 2).

Coordination of activities between the Supervisory Board and the BOD, the EMB, and other management personnel

- The Supervisory Board has participated in the regular meetings of the BOD and the briefing meetings of the EMB. The BOD and the EMB ensure the provision of information and documents on the management, operation, and business activities of the Bank, serving the functions and duties of the Supervisory Board.
- The Supervisory Board and Internal Audit organize meetings to promptly inform and work with the BOD and the EMB to make decisive decisions and directives to prevent and address shortcomings in operations, contributing to improving the capacity of the internal control system, perfecting regulations, improving processes and products, managing business risks, and enhancing the management and operational capacity of the system.
- The BOD and the EMB have made efforts to address the shortcomings as recommended by the Supervisory Board and the Internal Auditor, creating favorable conditions for the Supervisory Board to perform its duties.
- Strengthen the coordination and information exchange mechanism between the Supervisory Board, the BOD, and the EMB through the internal information reporting system, and send representatives to attend committee/ subcommittee meetings as invited guests.
- The Internal Audit Department is directed to continue coordinating with the Divisions/ Departments/Units to develop the Risk Management and Compliance Software project. This is a process flow and data integration (GRC) software designed to apply IT/automation in operational activities, forecast risk trends, and store data for management purposes, professionalizing operations.

Other activities of the Supervisory Board

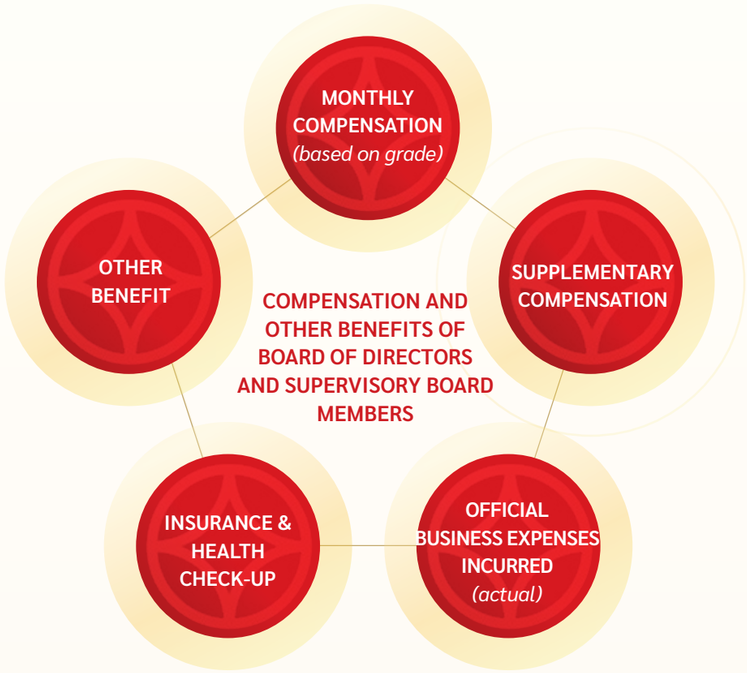
During the period, the Supervisory Board also performed several other functions and duties as follows:

- In fulfilling its senior management oversight function over internal audit as stipulated in Circular 13/2018/TT-NHNN, the Supervisory Board urged the Internal Audit Department to complete its annual audit plan during the period.
- The Supervisory Board directs the Internal Audit Department to continue implementing the Quality Assurance & Improvement Program for Internal Audits (QAIP) to meet the requirements and expectations of foreign partners in international cooperation, in accordance with Standard IIA (Association of Internal Auditors of the United States).
- The Supervisory Board directed the Internal Audit Department to continue coordinating with the RM, L&C Division to develop MCA sets based on the COSO standard internal control model, aiming to affirm SeABank's position in the international market.
- Conduct an evaluation and submit to the GMS a list of independent auditing firms qualified to audit the financial statements for selection in accordance with the law.
- Monitor, compile a list of related parties, and review transactions involving related parties of the Bank in accordance with the current Enterprise Law and Law on Credit Institutions.
- Review of the Bank's 2024 Financial Statements and the 6-month Financial Statements of 2025.
- Instruct the Internal Audit Department to assess risks and develop an audit plan for 2026. The internal audit plan will be updated with criteria for assessing the materiality of SeABank's operations, issues as required by competent state agencies, and issues of public concern. Prepare periodic and ad hoc reports as required by the SBV and regulatory agencies.
- Implement enhanced control measures in accordance with the directives issued by the SBV.

SALARIES, REMUNERATION AND BENEFITS FOR THE BOD, SUPERVISORY BOARD, AND INTERNAL AUDIT OFFICE

Mechanism for determining salary, remuneration and benefits

The remuneration of the BOD and Supervisory Board of the Bank is approved by the GMS. Based on the approval of the GMS, the BOD has issued Regulation No. 246/2023/QD-HĐQT on the remuneration regime of the BOD and Supervisory Board of the Bank.



- ***Monthly remuneration:*** The remuneration framework for members of the BOD and Supervisory Board is structured into 7 levels and 9 tiers to ensure appropriate classification based on competence, contribution to the Bank, and actual circumstances.
- ***Additional compensation:***
  - » For board members holding the positions of Chairperson of the Board, Standing Vice Chairperson of the Board, Vice Chairperson of the Board, or independent board members, an additional coefficient corresponding to their position will be added according to the prescribed ratios. For full-time board members, a maximum of 50% of the remuneration of part-time members of the same rank will be added, according to the corresponding salary scales.
  - » For members of the Supervisory Board who hold the position of Head of the Supervisory Board or are full-time members of the Supervisory Board, an additional coefficient corresponding to their position will be added as prescribed.
  - » The regulations also specify the principles for managing, paying remuneration, bonuses, and other benefits to the BOD and Supervisory Board; and the performance-based bonuses and other benefits applicable to members of the Bank's BOD and Supervisory Board.
- ***Supplementing the benefits scheme:*** In 2025, the BOD approved amendments and additions to several articles of the Regulations on the remuneration of the BOD and Supervisory Board of the Bank No. 246/2023/QD-HDQT. Accordingly, regulations on welfare policies applicable to members of the BOD and Supervisory Board were added, including:
  - » Official expenses incurred when performing specific, unexpected, or regularly assigned tasks;
  - » PVICare insurance benefits and annual general health check-ups are provided for each job title;
  - » Other benefits are subject to regulations applicable from time to time.

Remuneration Payment Procedure

The GMS approved the policy framework on remuneration for the BOD and the Supervisory Board

→

The BOD issues a remuneration policy applicable to the BOD and the Supervisory Board of the Bank.

→

On a monthly basis, the Finance and Planning Division pays remuneration to members of the BOD and Supervisory Board of the Bank, based on the approval of the GMS and the BOD.

Remuneration and operating expenses of the BOD, Supervisory Board, and General Executive Management Board

The BOD and the Supervisory Board receive different remuneration/salaries and other benefits, specifically:

Regarding compensation/salaries and operating expenses

No.	Content	2025 (million VND)	Note
A	**Total remuneration (*), bonuses and other benefits of the BOD and Supervisory Board in 2025 (**)**	**45,065**	
1	**Remuneration of the BOD**	**29,403**	
1.1	**Mr. Le Van Tan - Chairperson of the BOD**	7,000	
1.2	**Madame Nguyen Thi Nga - Standing Vice Chairperson of the BOD**	6,300	
1.3	**Ms. Le Thu Thuy - Vice Chairperson of the BOD**	5,600	
1.4	**Mrs. Khuc Thi Quynh Lam - Vice Chairperson of the BOD**	3,402	
1.5	**Mr. Mathew Nevil Welch – Member of the BOD**	1,752	
1.6	**Mr. Fergus Macdonald Clark – Independent Member of the BOD**	1,885	
1.7	**Mrs. Tran Thi Thanh Thuy - Member of the BOD**	2,414	

Regarding compensation/salaries and operating expenses (continued)

No.	Content	2025 (million VND)	Note
1.8	**Mr. Matthew Sander Hosford – Independent Member of the BOD**	1,050	Elected to the position of Independent Member of the BOD on April 25, 2025
2	**Remuneration of the Supervisory Board**	9,219	
2.1	**Mr. Nguyen Ngoc Quynh - Head of the Supervisory Board**	3,080	
2.2	**Mrs. Vu Thi Ngoc Quynh – Member of the Supervisory Board**	1,540	
2.3	**Mr. Nguyen Thanh Luan – Member of the Supervisory Board**	1,827	
2.4	**Mrs. Vu Thu Thuy – Member of the Supervisory Board**	1,512	
2.5	**Mr. Luong Duy Dong – Member of the Supervisory Board**	1,260	
3	**Other benefits for the BOD and the Supervisory Board**	6,689	
3.1	**PVI Care Health Insurance**	522	
3.2	**Health check-up**	246	Expenses incurred in 2025 are recorded in 2026
3.3	**Other expenses**	5,921	
B	**Salaries, bonuses and other benefits of the General Director and other managers (**)**	45,123	

(*) The fees and salaries are figures after personal income tax has been deducted

Plan for payment of remuneration, other benefits and operating expenses of the BOD and Supervisory Board in 2026

Based on the regulations regarding remuneration and expenditure of the BOD and Supervisory Board that have been issued, and after evaluating the business targets and personnel plan of the BOD and Supervisory Board for 2026, the BOD proposes that the GMS approve the total remuneration, bonuses, and operating expenses for the BOD and Supervisory Board for 2026 as follows:

No.	Content	Total Budget for 2026
1	**Total remuneration, bonuses, and other operating budget of the BOD**	1.2% Pre-tax profit in 2026
2	**Total remuneration, bonuses, and other operating budget of the Supervisory Board**	0.6% Pre-tax profit in 2026
	Total	1.8% Pre-tax profit in 2026

Based on this budget plan and in order to implement the above resolution,

(i) The BOD shall decide/approve/issue (including amendments, additions, and replacements) regulations on remuneration, expenditures, bonuses, and other benefits for members of the BOD and members of the Supervisory Board of SeABank, and the remuneration levels of the members of the BOD shall be consistent with the budget plan of the BOD and the Supervisory Board approved by the GMS and other relevant regulations of SeABank in each period;

(ii) The Supervisory Board determines the remuneration of its members, ensuring it aligns with the budget plan of the BOD and the Supervisory Board, as approved by the GMS, and other relevant regulations of SeABank in each period.

BOD' EVALUATION OF CORPORATE GOVERNANCE AND PLAN FOR IMPROVING GOVERNANCE CAPABILITIES

Evaluation of Corporate Governance in 2025

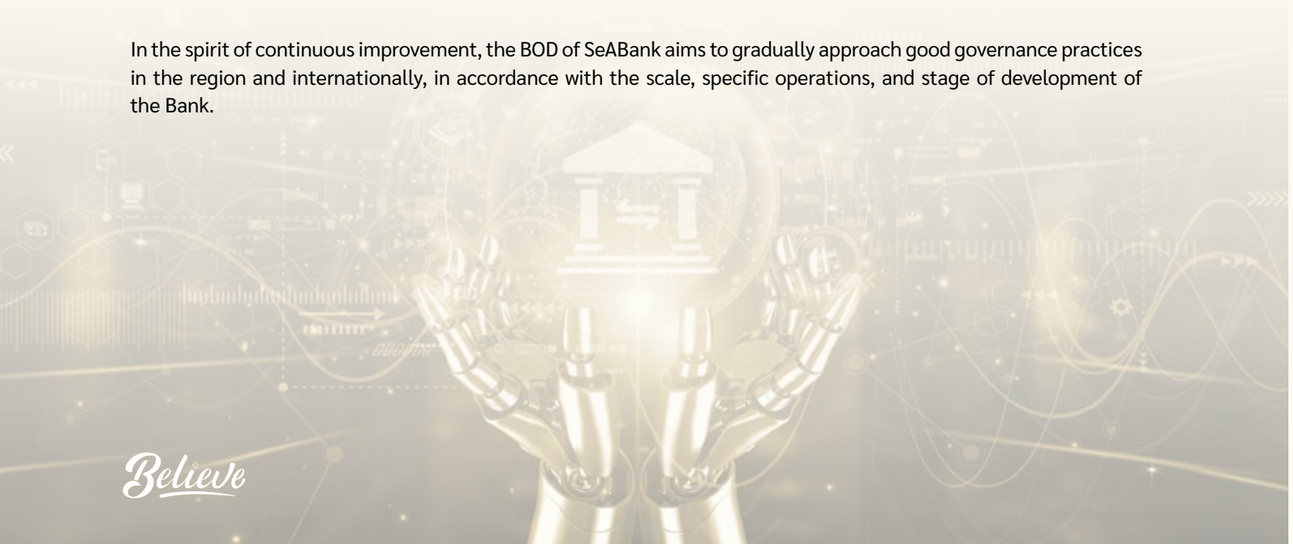
Overall evaluation of governance in 2025

In 2025, the SeABank BOD will continue to focus on improving operational efficiency through periodic self-evaluations of the role, responsibilities, and quality of supervision of the BOD and its subordinate committees.

KEY EVALUATION POINTS

The BOD will review and adjust the work program, strengthen the committee structure, improve the quality of reporting, and identify priority areas for training and capacity building for board members

In the spirit of continuous improvement, the BOD of SeABank aims to gradually approach good governance practices in the region and internationally, in accordance with the scale, specific operations, and stage of development of the Bank.



Evaluation of specific aspects of governance

Board Composition	**(i) 100% non-executive members:** • The fact that all 8/8 members are non-executive is a major plus according to OECD (reducing role conflicts) and ACGS (increasing monitoring quality). **(ii) Strong gender diversity - 50% female (04/08):** • This is a significant improvement compared to the Vietnamese average and aligns with: the trend towards board diversification (according to OECD); and the bonus points of "board diversity" (according to ACGS). **(iii) Strengthening the BOD' capacity during the year, adding an Independent Member (April 25, 2025):** • The addition of one Independent Member demonstrates a "refresh" mechanism and increases the independence/objectivity of the BOD.
Board Process	**(i) 100% Attendance Rate**: • All members have a 100% attendance rate (based on the number of meetings/consultations), demonstrating meeting discipline and a high level of commitment. **(ii)** The mechanism for abstaining from voting when transactions are involved is clearly stated in the minutes and resolutions of the BOD.
Monitoring activities of the BOD and the risk control system	**(i)** A clear regulatory/legal/monitoring framework with mechanisms for resolutions/directives/notifications and requirements for periodic/ad hoc reporting. Details are in Chapter V-3 (pae 190-191) of this Report. **(ii) Risk monitoring – compliance – ICAAP has a complete component:** • Contents on: overall risk framework, 3-line-of-defense model, compliance with Circular 13/2018, ICAAP, early warning, Basel III... Details on pages 230-249 of this Report. **(iii)** Integrate ESMS into credit and screen 100% of credit proposals. Details can be found on pages 252-253 of this Report.
Activities of the Board Committees	SeABank has three important committees: the Risk Management Committee, the HR Committee, and the Technology Committee. This structure is in line with modern governance trends, especially the Technology Committee, which is suitable for governance trends in the digital transformation era. • **Risk Management Committee**: includes Independent Members of the BOD, with in-depth oversight (risk appetite, Basel, ESMS, etc.). • **HR Committee:** advising on organizational restructuring, senior personnel appointments, and succession planning for the BOD. • **Technology Committee:** has an internationalization element, oversees IT/GRC budgets/projects.

Evaluation of key issues considered and decided by the BOD in 2025

In 2025, the BOD of SeABank focused on reviewing and deciding on key issues within its authority as stipulated by law and charter, ensuring the full implementation of its role in strategic direction, risk monitoring, capital safety, enhancing competitiveness, and promoting sustainable transformation. Based on the annual activity program, the BOD discussed and issued resolutions/decisions on the following key issues:

Key issues considered/ decided	BOD' Evaluation
Strategic orientation and organizational structure aligned with strategy	**Implementation:** • The BOD has reviewed and approved key policies related to improving the organizational model, enhancing governance efficiency, and implementing strategies in key business areas. **Objectives/Outcomes:** • The decisions focus on streamlining the functions, responsibilities, and structure of certain divisions/units to meet growth requirements, optimize operations, and enhance competitiveness.
Overall risk management and upgrading the risk management framework to international standards	**Implementation:** • The BOD has approved and/or adopted strategies, policies, and risk management frameworks for key risk groups (credit, market, operational risk, interest rate risk on the bank's book, etc.). **Objectives/Outcomes:** • Update risk appetite for the next phase, strengthen the system of tools and monitoring mechanisms, enhance early warning capabilities and risk data governance.
Capital adequacy, capital management, and key financial decisions	**Implementation:** • The BOD has reviewed issues related to capital planning, capital allocation, safety ratio management, and financial safety mechanisms in accordance with the SBV's regulations and aiming towards international capital governance standards. Simultaneously, the BOD periodically approves and/or adopts quarterly, semi-annual, and annual Financial Statementss as required. **Objectives/Outcomes:** • Ensure compliance with regulations and alignment with international standards, guarantee financial security, timeliness, and accountability.
Mobilizing capital and capital market transactions – strengthening long-term financing capacity	**Implementation:** • The BOD has reviewed and decided on important policies related to raising capital in the capital market, including: plans/schemes for issuing debt instruments and related implementation details. **Objectives/Outcomes:** • Diversify funding sources, strengthen medium- and long-term funding, enhance financing capacity, and optimize funding structure in line with sustainable development orientations.
Technology, digital transformation, and strengthening the "governance infrastructure" (GRC, data, system security)	**Implementation:** • The BOD, through the Technology Committee and internal review mechanisms, has approved/directed technology investment programs focusing on core objectives. **Objectives/Outcomes:** • (i) Ensuring a stable and compliant operating platform; • (ii) Promoting growth and enhancing competitiveness through the digitalization of the customer journey; • (iii) Optimize operations and increase productivity; • (iv) Enhance risk management and internal control through an integrated GRC system, early warning system, and data system upgrades.
Sustainable finance and integrating ESG into governance, risk management, and products	**Implementation:** • The BOD has reviewed and approved the contents related to sustainable development and sustainable finance, including: » Enact/implement policy frameworks and supporting tools (e.g., green bond framework and related components); » Strengthening integrated monitoring of environmental and social risk management in lending activities. **Objectives/Outcomes:** • Policies aligned with the goal of integrating ESG into the governance framework, strengthening long-term competitiveness.
Senior management, leadership succession, and performance-based compensation	**Implementation:** • The BOD (through the HR Committee) has reviewed and decided on key HR matters within its authority, including: » Strengthening the leadership structure, appointing/dismissing key management positions; » Improve the human resources policy system. **Objectives/Outcomes:** • To ensure operational capacity, leadership succession, and team development in line with a long-term strategy.
Managing related-party transactions, conflicts of interest, and accountability mechanisms	**Implementation:** • The BOD implements a conflict of interest governance mechanism by recognizing and applying the principle that related members do not participate in voting on matters within the scope of related transactions. **Objectives/Outcomes:** • To strengthen transparency and integrity in decision-making, in line with OECD governance principles and ACGS criteria on stakeholder governance.

Assessment of Corporate Governance based on VNCG 2026 and ACGS: see attached Appendices (from pages 388 of this Report).

Corporate Governance Capacity Building Plan for 2026

- Continue to improve the organizational structure and personnel of the BOD and Supervisory Board of the Bank to further enhance the capacity of the BOD and Supervisory Board and meet good corporate governance practices in sustainable development according to VNCG 2026, ACGS and the regulations of the SBV:
  - » Seeking candidates to fill/replace a position on the BOD, with criteria including in-depth experience in IT and/or technology auditing.
  - » The election of additional/replacement members of the Supervisory Board should prioritize individuals with extensive experience in the finance and banking sector to diversify capabilities, expertise, and experience, meeting the increasing operational needs of the Supervisory Board due to the addition of functions and duties as stipulated in the Law on Credit Institutions of 2024.
  - » Review and reassign work to members of the BOD and Supervisory Board based on the actual number of personnel elected in 2026 and the new regulations of the SBV in Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks, branches of foreign banks, and the VNCG 2026 and ACGS.
- Review, restructure, and amend the functions and tasks of the Committees under the BOD based on actual personnel, the requirements of Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks and branches of foreign banks, VNCG 2026and ACGS 2025; review and improve the working processes of the Committees; strengthen the personnel assisting the Committees to enhance resources for the Committees to advise the BOD on sustainable development, especially the governance pillar.
- Research and consider establishing a Sustainable Development Committee with members experienced in implementing sustainable development strategies at international organizations to further enhance the deployment and monitoring of the sustainable development strategy at the Bank.
- Establish and put into operation an Audit Committee directly under the BOD in accordance with the 2020 Enterprise Law, as amended and supplemented in 2025, VNCG 2026 and ACGS 2025, thereby advising and assisting the BOD in monitoring the accuracy of financial statements, senior management of the internal control system, and reviewing related-party transactions.
- Continue reviewing and evaluating to improve the corporate governance framework in accordance with Circular No. 83/2025/TT-NHNN dated December 31, 2025, regulating the internal control system of commercial banks and branches of foreign banks, the SBV's Sustainable Development Strategy, VNCG 2026, ACGS, and aiming towards the OECD/G20 Corporate Governance Principles, as well as ensuring the Bank's commitments to international partners such as IFC, DFC, AIIB, Norfund..., with the goal of becoming a member of the VNCG50 and ACGS20 groups of companies;
- Review and evaluate SeABank's sustainable development strategy in accordance with the SBV's Sustainable Development Strategy, VNCG 2026, ACGS and towards the OECD/G20 Corporate Governance Principles, as well as the Bank's operational practices, to ensure quality, efficiency, transparency, and protection of the rights and interests of stakeholders.
- Review and evaluate the information disclosure practices, the Governance Reporting system, annual reports, and sustainability reports according to international reporting standards, in line with the realities of the banking industry and SeABank.
- Promoting digital transformation and developing modern cashless payment services in banking operations while ensuring security and safety, with priority given to directing the implementation of digital technology projects and centralized operations to support business activities in accordance with the Bank's new strategy, ensuring compliance with Resolution No. 57-NQ/TW of the Politburo in 2026 and Plan No. 01/KH-NHNN dated January 10, 2026. Specifically:
  - » Implement initiatives to digitize processes, products, and services.
  - » Ensuring information security, preventing cyber risks, and protecting customer rights;
  - » Integrating big data, AI, and new technologies to enhance customer experience while strengthening risk control.
  - » The BOD will continue to periodically review its meeting mechanisms and approval authority to optimize governance efficiency, ensure the Board focuses on strategic issues and key oversight, and enhance decision-making speed and operational flexibility.

INVESTOR AND SHAREHOLDER RELATIONS ACTIVITIES

Implementation in 2025

- Successfully organized the 2025 AGM on April 25, 2025.
- The company will hold a shareholder consultation once a year, in July-August 2025.
- As of December 31, 2025, SeABank had over 10,800 shareholders, an increase of nearly 32% compared to the end of 2024.
- Providing complete, accurate, and timely information to shareholders and investors through diverse and easily accessible channels such as websites, Facebook social media, email, SMS, etc. Information is provided in both Vietnamese and English.
- Successfully organized and participated in numerous programs and events to network with investors:

Number of SeABank shareholders

10,800 shareholders

(as of December 31, 2025)

32% compared to the end of 2024

Plan to strengthen investor and shareholder relations in 2026

- Maintain the provision of transparent and timely information to shareholders and investors.
- Continue reviewing and improving the disclosure of information on the Bank's website, especially the English website and key content that accurately reflects the corporate governance principles under VNCG 2026 and requirements from ACGS.
- Research and propose the application of technology in sending meeting invitations, shareholder meeting documents, and soliciting shareholder opinions in writing to increase voting opportunities for minority shareholders.
- Continue working with international investors to strengthen SeABank's cooperation in the international market: attracting medium and long-term capital from international organizations; establishing cooperative relationships in priority areas according to the bank's strategy such as digital transformation, fintech cooperation, green project lending, lending to women-owned businesses, lending to climate change mitigation projects, etc.

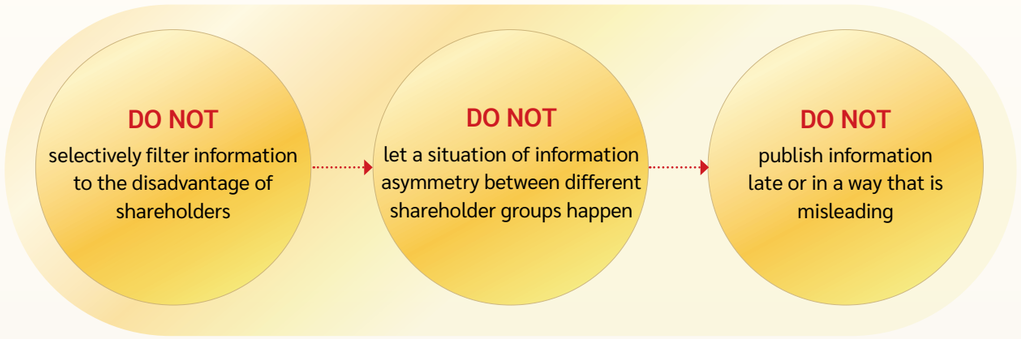
SeABank's Commitment

Commitment to protecting the rights and treating shareholders fairly

- SeABank affirms that protecting the legitimate rights and interests of shareholders is one of the fundamental principles in corporate governance. The bank is committed to ensuring that all shareholders, including minority and foreign shareholders, are treated fairly and equally and are provided with the opportunity to fully exercise their rights as stipulated by law and the Bank's Charter.
- SeABank guarantees:
  - » The right to access complete, timely, and accurate information;
  - » The right to attend, vote on, and propose agenda items at the GMS;
  - » The right to have a fair share of the Bank's bussiness results;
  - » The right to be protected against transactions that may create conflicts of interest.
- The bank is committed to avoiding discrimination among shareholder groups and maintaining a stable, transparent shareholder structure that aligns with its long-term development strategy.

Transparency and information disclosure

- SeABank discloses information fully, accurately, and promptly in accordance with legal regulations and international practices. The information disclosed not only aims to meet compliance requirements but also to enhance transparency and accountability to the market.
- SeABank uses its official website as the primary channel for disclosing key information, and also publishes information on the systems of regulatory agencies, stock exchanges, and depository institutions as required. In addition, SeABank proactively utilizes mass media and digital platforms to enhance investors' access to information.
- Information disclosure is carried out according to the "3 DON'T" principle:



Dividend policy and shareholder value maximization

- SeABank builds its dividend policy on the basis of balancing long-term growth objectives and the current interests of shareholders.
- Since listing SSB shares on the HOSE, the Bank has consistently paid dividends and/or bonus shares in accordance with regulations, ensuring implementation within the legally mandated timeframe after the AGM.
- In the coming period, SeABank is committed to:
  - » Maintain a stable dividend policy, aiming for sustainable growth;
  - » Update payment policies to align with operating conditions, capital adequacy requirements, and regulatory guidelines;
  - » Ensure that profit distribution is transparent, fair, and based on sound financial principles.

Enhance interaction and dialogue with shareholders

- SeABank recognizes that regular dialogue with shareholders is a crucial part of good corporate governance. The bank maintains multiple channels of interaction to ensure shareholders are heard, have access to information, and fully exercise their rights.

Annual and Extraordinary General Meetings of Shareholders

Investor networking, conference, roadshow

Interactive channels (Zalo, Facebook, Tiktok, website)

- The bank is committed to further enhancing transparency, information quality, and responsiveness in its interactions with shareholders.

Protecting the rights of stakeholders

- SeABank acknowledges the crucial role of stakeholders, including customers, employees, partners, investors, and the community, in creating long-term value.
- The bank commits to:
  - » Respect and protect the legitimate rights of all parties involved;
  - » Establish a transparent mechanism for receiving and processing feedback and complaints;
  - » Integrate ESG factors into development strategies;
  - » Conduct business responsibly, in accordance with ethical standards and international practices.

Contact points and information receiving mechanisms

SeABank maintains a dedicated point of contact to ensure that information from shareholders and investors is received and processed transparently, professionally, and promptly:

Corporate Administration Secretariat - BOD Office

5th Floor, BRG Tower, 198 Tran Quang Khai Street, Hoan Kiem ward, Hanoi City

Email: *thukycongty@seabank.com.vn*

Phone: (+84) 24 3944 8688

Investor Relations (IR) Department - Office

5th Floor, BRG Tower, 198 Tran Quang Khai Street, Hoan Kiem ward, Hanoi City

Email: *ir@seabank.com.vn*

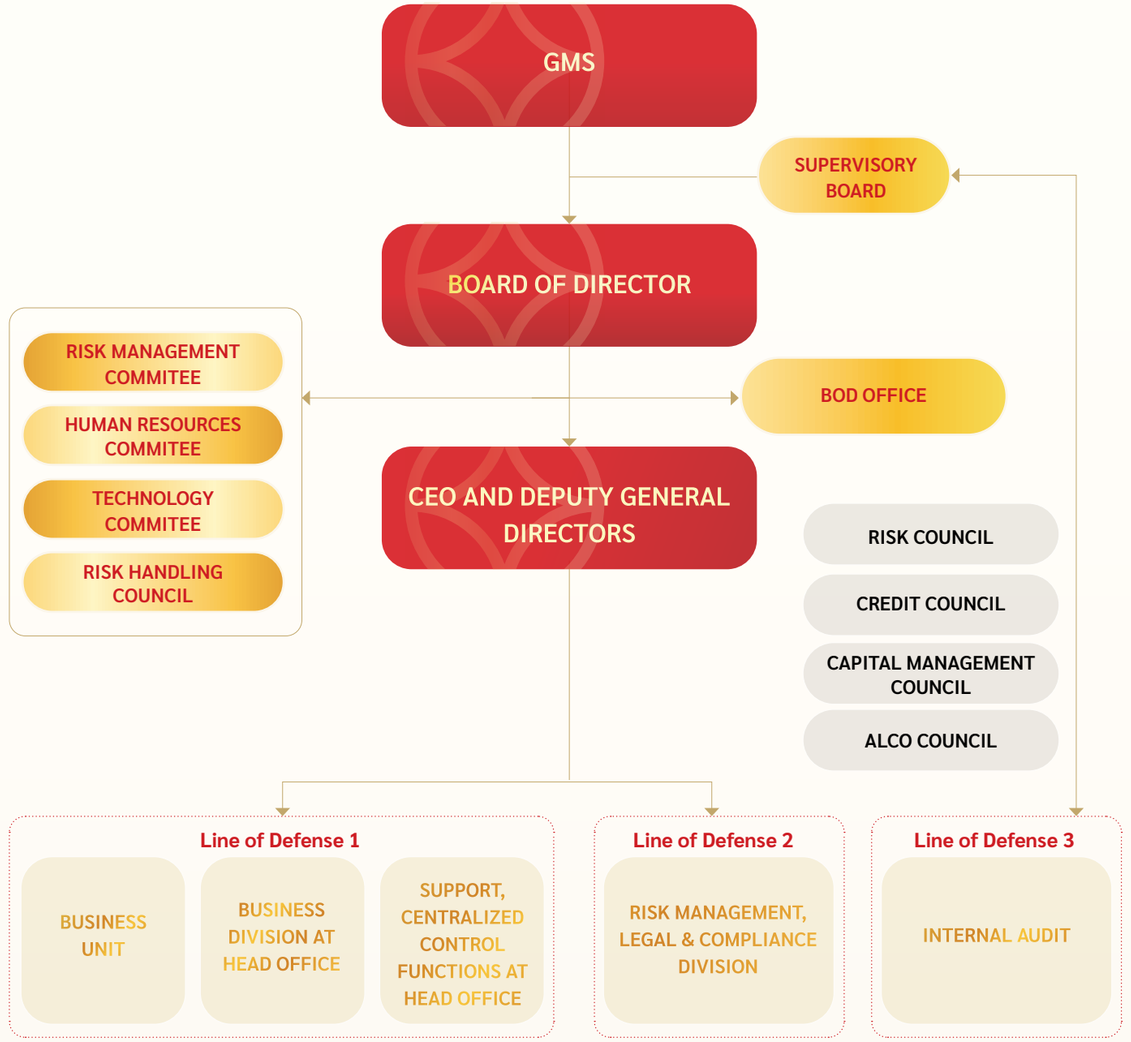
Phone: (+84) 24 3944 8688

VI. RISK MANAGEMENT AND COMPLIANCE

OVERVIEW AND 3-LINE MODEL

Risk management and compliance at SeABank are implemented according to the Three Lines of Defense model, in line with international practices and the regulations in Circular No. 13/2018/TT-NHNN. This model aims to ensure comprehensive, independent, and effective identification, measurement, monitoring, and control of risks. The role of the three lines is maximized through self-inspection, monitoring, and cross-checking activities between the lines.

The organizational structure for Risk Management & Compliance at SeABank follows a 3-line model:



Overview of risk management activities in 2025

- Improve the quality of risk management through building and maintaining a transparent, consistent, and timely risk reporting system:
  - » Risk reports are standardized in content, methodology, and frequency, providing comprehensive information to the BOD, the EMB, and management levels in the decision-making process.
  - » Ensuring accurate, traceable, and tightly controlled data enhances transparency and effectively supports management, monitoring, and decision-making.
- SeABank focuses on fully identifying and early detecting key risks, including: credit risk, market risk, operational risk, liquidity risk, book interest rate risk, concentration risk, socio-environmental risk, and emerging risks in the context of a rapidly changing business environment. Through the application of early warning models, tools, and data analysis, SeABank strengthens risk detection from the initial stages, thereby proposing appropriate preventive and control measures, limiting losses, and protecting business operations.
- Policies, procedures, and risk appetite are developed and reviewed periodically to balance growth objectives and the Bank's risk tolerance. This helps the Bank shape a selective growth strategy, closely linking business performance and long-term sustainability.

RISK MANAGEMENT ACTIVITIES – IDENTIFYING AND MANAGING KEY RISKS

In the context of a volatile and rapidly changing business environment, SeABank has consistently maintained its belief in the spirit of "Believe," progressively improving its risk identification and management. As a result, the bank has persevered through challenges and continues to achieve stable business growth.

List of identified and managed risks

Risk category	Identification and management methods
CREDIT RISK	• This is one of the key risks because lending is the primary activity of banks. • To manage credit risk, SeABank is implementing: » Applying a centralized credit risk management model throughout the entire process, from credit product development, sales implementation, appraisal, valuation, approval, disbursement, post-loan management, to debt recovery. » Establish credit risk standards based on risk appetite and predetermined credit risk limits. Credit risk management is implemented for each customer segment and credit product, especially new products, which are always thoroughly evaluated and appropriate control measures considered before official launch. » Measured using internationally standardized credit risk models. » The entire credit process will be digitized, resulting in a comprehensive data system to support proactive credit risk identification, early warning systems, debt quality management, and risk provisioning.
MARKET RISK	• Market risk is the risk caused by adverse fluctuations in interest rates, exchange rates, gold prices, stock prices, and commodity prices in the market. The main objective in market risk management is to control the level of risk within acceptable parameters while optimizing the return on risk. • SeABank manages market risk on a daily transaction basis and across the entire portfolio, ensuring compliance with predefined market risk limits. • The market risk limits mentioned above always adhere to the risk appetite, risk management strategy, and total risk-weighted assets allocated to market risk, which are fully established and reviewed and reassessed (adjusted if necessary) at least once a year or whenever there are significant changes affecting the risk status, as stipulated in SeABank's internal regulations.
LIQUIDITY RISK	• SeABank's principle: establishing a minimum level of liquid assets that must be maintained, thereby ensuring that debts are paid when they reach their expected maturity dates and other disbursement obligations are fulfilled.

LIQUIDITY RISK *- continued -*	• SeABank's liquidity risk management strategy includes: » Management is based on: liquidity management principles; strategies for diversifying funding sources and capital maturities to increase debt stability and support daily liquidity; and principles for conducting liquidity stress tests. » Risk limits are established based on liquidity forecasts under normal and risky market conditions, close monitoring, compliance with legal regulations, risk appetite, risk management strategy, and the total risk-weighted assets allocated to liquidity risk. » Accurately assess and calculate liquidity needs at each point in time based on historical data and operational direction, thereby implementing rational reserves, limiting capital waste, increasing operating profits, and building a sound investment portfolio. » Establishing an effective asset management mechanism and a transparent, stable operational mechanism is crucial to avoid creating shocks that lead to massive withdrawals. • SeABank's Asset-Liability Management Council (ALCO) monitors and manages liquidity risk, develops and operates internal control policies and procedures, and implements contingency plans to control liquidity risk and ensure capital safety, such as assessing projected cash flows and collateral assets that can be used to offset liquidity shortfalls.
INTEREST RATE RISK	• SeABank's interest rate risk management strategy on the bank's balance sheet. » Management measures include: managing interest rate risk on the bank's book at a minimum level based on indicators of the repricing gap profile; using interest rate risk hedging tools on the bank's book; and building an internal capital transfer (FTP) system to optimize the use and allocation of capital throughout the system. » Establish interest rate risk limits on the bank's book, including: limits on the difference between the value of financial assets and interest-bearing financial liabilities at the same time of setting a new interest rate or interest rate repricing period; limits on changes in net interest income due to changes in interest rates and/or limits on changes in the economic value of equity due to changes in interest rates, according to the interest rate risk management strategy on the bank's book. » Proactively implement a flexible interest rate policy based on market signals, narrowing the average term spread. • ALCO utilizes various financial models and tools to monitor and manage interest rate risk, staying updated on domestic and international markets to provide insights into interest rate trends and developments in monthly meetings. Based on this, SeABank will make decisions on maintaining appropriate interest rate spreads in its deposit and lending activities.

List of identified and managed risks (continued)

Risk category	Identification and management methods
OPERATIONAL RISK	• This refers to risks arising from inadequate or flawed internal procedures, human error, system failures or malfunctions, or external factors that cause financial losses or negative non-financial impacts on the Bank. • To minimize operational risks, SeABank has fully implemented operational risk management policies such as: » Identify operational risks in current or new products, services, systems, processes, and operations, including those planned for future deployment. » Collecting and creating a comprehensive operational risk database forms the backbone of operational risk management. » Develop and monitor key operational risk indicators (KRIs). » Utilize the findings of internal audit and compliance control to propose solutions to mitigate risks; » Develop tools to identify and prevent fraud risks; » Monitoring operational risk limits; » Managing risks associated with outsourcing operations; » Maintain comprehensive operational risk insurance; » Develop and establish an operational risk reporting system to serve as a basis for monitoring, evaluating, and proposing improvements to the operational risk management system at the Bank.
CONCENTRATION RISK	• This is the risk of concentrating too much funding or trading in a single industry, economic sector, currency, customer group, or within a specific geographical area, or in a single type of high-risk transaction. • SeABank implements centralized risk management for its lending and proprietary trading activities in accordance with the regulations of the SBV: » For lending activities: establish credit limits based on products, industries, customers, and related parties to ensure a diversified credit portfolio is maintained, avoiding high concentration on any one product group, industry, or customer. » For proprietary trading: determine trading limits based on trading partners, products, and currencies to ensure appropriate diversification and interaction levels.
DIGITAL TRANSFORMATION RISKS	Digital transformation comes with risks related to technological security, financial crime, and customer data privacy. Aware of these risks, SeABank has implemented the following measures: • Regarding technological safety:: » Serious investment in resources and a dedicated team are needed to ensure information security for the entire system and our customers. » By deploying and applying a series of reputable security technology solutions and systems in a coordinated manner, SeABank has built a comprehensive and in-depth information security system. SeABank was awarded the PCI DSS 3.2 certification for security of its payment card system – the first of its kind in Vietnam – in 2020 and successfully maintained the certification until 2024. • Regarding financial crime risks (fraudulent accounts, OTP information theft, money transfer scams, etc.): » SeABank continuously updates its systems to identify and implement proactive crime prevention strategies. » Regularly communicate and warn employees and customers through direct consultation channels, text messages, emails, e-banking, websites, social media, etc., to raise awareness when using digital banking transaction systems.
ENVIRONMENTAL RISKS, NATURAL DISASTERS, EPIDEMICS	Natural disasters and epidemics are external risks beyond our control. SeABank has developed a Business Continuity Management Plan to respond to these risks: • Developing specific scenarios and response plans for situations such as storms, floods, terrorism, and epidemics... During the Covid-19 period, SeABank maintained continuous business operations by effectively applying the pre-developed scenarios for preventing and responding to epidemic risks. • Regarding environmental risks: actively implement practical programs to minimize environmental impacts such as: using energy efficiently in daily operations, sorting waste and reducing waste, not using plastic bottles, saving printing paper, implementing 5S... • SeABank proactively implemented ESMS in its lending activities before the issuance of Circular 17/2022/TT-NHNN by the SBV. Accordingly, SeABank refused to grant credit to projects that had a negative impact on the environment and society without remedial/mitigation measures.

Risk Management Policies and Procedures

Comprehensive risk management policy

COMPREHENSIVE RISK MANAGEMENT POLICY

SCOPE OF MANAGEMENT

- All of the bank's material risks in its credit, operational, payment, and investment activities

MONITORING MECHANISM

- Establish specialized committees and councils on risk management to oversee and enforce policies
- Regularly report risks to the BOD and the EMB.

PRINCIPLE

- Prevent, detect, and address risks in a timely manner
- Ensure that business operations always comply with international standards and legal regulations

ESG Risk Management Process

Risk Identification:

- identify risks according to groups: environmental risks (emissions, resources), social risks (labours safety, community impact), and governance risks (compliance, transparency)

Risk Assessment:

- Use ESG risk assessment tools to evaluate the risks of projects before granting credit

Risk Control:

- Develope risk mitigation plans for projects with significant risk levels that require remedial measures

Risk Monitoring:

- Perform periodic assessments and reporting to ensure clients/ projects comply with signed commitments

Integrating ESG into risk management

SeABank has integrated ESG elements into its ESMS to ensure that its business operations do not negatively impact the environment and society, adhering to sustainability goals as outlined in SeABank's Sustainable Development Regulations issued under Resolution No. 1496/2025/NQ-HĐQT and relevant Vietnamese and international regulations. Specifically:

ENVIRONMENTAL RISKS

- Use a credit exclusion list for sectors that harm the environment, such as: unsustainable resource exploitation, logging of primary forests, high-emission energy production, etc.
- Assess and screen environmental and social risks in lending activities, in accordance with IFC standards and legal regulations.
- Promulgate and implement the green bond framework and related components.

SOCIAL RISK

- Assess the impact of projects on the community, ensuring workplace safety and protecting workers' rights.
- No credit will be granted to sectors that have a negative impact on society, such as activities involving harmful forms of forced labor or child labor exploitation; weapons and ammunition production, etc.
- Develop remedial measures when social risks are identified, and closely monitor them throughout the funding period.

MANAGEMENT RISK

- Enhance the openness and transparency of information, and standardize reports in accordance with Vietnamese regulations and international practices.
- Combating corruption, money laundering, and internal misconduct.
- Strengthen oversight of conflict of interest governance and accountability mechanisms.
- Build a culture of ethical business practices.

Comprehensive Management of Key Risks by 2025

In 2025, SeABank aims to proactively strengthen credit quality control while simultaneously implementing comprehensive measures to control and limit the emergence of non-performing loans; thereby clearly defining responsibilities for handling overdue debts and supporting business units in improving operational efficiency. Specifically:

Risk category	Risk management strategy and policies	Actual implementation in 2025
Credit risk	• Proactively adjust credit policies to closely follow changes in government guidelines and directives, thereby facilitating customer access to capital; while ensuring sustainable growth of the strategic customer portfolio, rational allocation across segments, and strict control over asset quality. • - Review and update the credit risk appetite to align with business direction, capital capacity, and macroeconomic developments; and quantify the risk appetite for each segment, industry, and product. • Strengthen credit portfolio management to ensure compliance with approved risk limits; conduct trend analysis across the entire portfolio to promptly identify and forecast potential risks. • Promoting the automation of reporting systems and developing multi-dimensional, flexible Governance Reports that closely reflect macroeconomic developments and the specific characteristics of SeABank's credit portfolio, effectively supporting operational management and decision-making. • Training and capacity building for credit risk management staff, particularly in the areas of data analysis, quantitative modeling, and portfolio management, to meet risk management requirements in the digital transformation era. • Strengthen independent inspection and evaluation of credit activities, promptly identify shortcomings and limitations, and propose corrective measures to minimize emerging risks.	• Credit portfolio management has been strengthened in a proactive manner, regularly monitoring key risk indicators, focusing on industry sectors, segments, and geographical regions; promptly identifying areas with potential risks to propose appropriate control measures. • The Risk Datamart project has been completed and put into operation, forming a centralized data platform to support credit risk management, model development, and Governance Reporting. Based on this, SeABank will continue to implement upgrades and expansions in 2025 to meet increasingly sophisticated management needs. • In addition to maintaining stable credit rating models to support new credit granting, SeABank has developed and implemented internal behavioral credit rating models for its entire portfolio of individual and corporate customers. These models are applied in expedited refinancing, proactively increasing credit limits, and supporting cross-selling of products, contributing to improved customer experience while controlling risks. • The reporting system and credit granting control mechanisms for customers and related customer groups have been upgraded, ensuring full and timely monitoring and compliance with legal regulations as well as SeABank's internal regulations. • The Early Warning System (EWS) was developed based on quantitative analytical models that utilize data from SeABank's internal database, combined with data collected from external sources during post-loan monitoring. The system allows for the evaluation of customers' future repayment capacity, thereby enabling early identification of potentially risky customers and timely proposing preventive measures to improve credit quality. • Post-credit monitoring activities have been strengthened, especially for customers and customer groups showing signs of risk; coordination with Business Units has been enhanced in monitoring, evaluating, and promptly addressing loans showing signs of deteriorating quality. **Operational results:** • SeABank's asset quality remains safe despite the impact of macroeconomic conditions on customers' solvency: • Individual and consolidated non-performing loan ratio: 2.06% The above results demonstrate the effectiveness of implementing a comprehensive set of credit risk management solutions, particularly the application of data, models, and early warning systems in portfolio management and credit quality control.
Market risk, liquidity risk, and interest rate risk on the bank's balance sheet	• Research and refine methodologies and regulatory policies to meet higher standards for market risk management, liquidity risk management, and interest rate risk management on the banking book, as stipulated by the SBV and Basel. • Strictly adhere to safety limits regarding market risk status and liquidity limits set by the SBV, counterparties, and internal regulations.	**Regarding market risk** • Implementing internal modeling (IMA) to measure market risk capital aims to calculate the amount of capital required in potential stress scenarios. • Maintaining a system for measuring the impact of daily profits through key risk factors (P&L Explainer) helps improve the effectiveness of monitoring market risk fluctuations on the trading book. **Regarding liquidity risk and interest rate risk in the bank book:** • Applying behavioral models from deposit contracts to accurately measure and forecast cash flows is crucial for predicting and providing early warnings of liquidity risk and interest rate fluctuations in bank books. • Maintaining risk measurement according to Basel III standards (two liquidity management indicators: NFSR and LCR) in previous years, SeABank has gradually optimized its balance sheet in parallel with its risk management goals aimed at meeting the requirements of international partners.

Comprehensive Management of Key Risks by 2025: *(continued)*

Risk category	Risk management strategy and policies	Actual implementation in 2025
Operational risk	• Proactively identify, assess, and provide early warning of risks arising from people, processes, systems, and external factors, thereby minimizing losses and ensuring safe and continuous business operations. • Focus on improving the data analytics platform and operational risk management system, enhancing the effectiveness of tools such as key risk indicators, operational risk self-evaluation and control points, and collecting and analyzing loss data, in order to support decision-making and long-term risk prevention. Risk prevention and mitigation measures are prioritized for key issues such as IT risks, cybersecurity, fraud, operational disruptions, and compliance risks, while being closely linked to raising awareness and fostering a risk management culture throughout the Bank.	• In 2025, SeABank will continue to maintain an effective level of operational risk control; the number of risk events occurring will remain low and will not significantly impact business operations. Risk management measures will be implemented consistently and with close coordination among business units and functional departments. • SeABank is promoting the application of data and technology in operational risk management, focusing on improving the ability to identify unusual transactions, behaviors, and trends early. Improved analytical and warning tools are being developed to support the prevention of fraud, IT risks, and cybersecurity risks. • Operational risk management is implemented in a comprehensive and proactive manner, covering key risk groups such as internal and external fraud risks, information technology and cybersecurity risks, operational risks, compliance risks, and professional liability risks. SeABank continues to focus on training, internal communication, and process improvement to enhance the awareness and responsibility of its employees in risk management. • In addition, SeABank has strengthened its risk prevention measures from an early stage, especially for new risks arising from digital transformation and changes in the business environment. In 2025, SeABank did not record any significant operational risk events that resulted in insurance claims.
Risks to sustainable development	• To pursue sustainable business objectives, continue to be a pioneer in implementing environmental and social risk management and improve the system to meet international ESG standards, and achieve the national goal of green transition and net zero emissions. • Develop and refine an environmental and social risk management system with a robust structure, a clear strategic statement on environmental and social risk appetite, and effective risk management processes. • Proactively control environmental and social risks through: Environmental and social risk management systems in credit granting activities (ESMS); attracting capital from foreign organizations to promote financing for sustainable projects and green finance activities.	• Implement improvements and upgrades to the ESMS to meet the requirements of foreign partners, adding requirements such as: » Supply chain risk management; » Assessing physical risks associated with climate change; » Expand the scope of application of the E&S risk evaluation standards in accordance with advanced international practices (IFC operational standards, World Bank Group's EHS guidelines) compared to the regulations published in 2022. • Issued Vietnam's first blue bonds and is the first private commercial bank to issue green bonds, with a total value of US$150 million aimed at financing green projects and sectors, partnering with customers to create sustainable value. • To become one of the first private banks in Vietnam to issue a Green Bond Framework compliant with the principles of the International Capital Markets Association (ICMA) and to be rated "Medium Green" - the second highest rating according to 6-tier 'Shades of Green' framework (S&P Ratings).

COMPLIANCE CONTROL ACTIVITIES

Commitment to Compliance - Compliance Obligations and Building a Culture of Compliance

Through commitments to obligations and building a culture of compliance, SeABank aims to enhance its risk management capabilities and comply with international best practices, protect the legitimate interests of customers, shareholders, and stakeholders, and ensure the safe and sustainable development of the Bank.

Commitment to compliance

Compliance Policy System: We are committed to building and implementing a robust system of compliance policies, regulations, and procedures to ensure that compliance risks are effectively identified, controlled, and managed. Internal policies and regulations are reviewed, updated, and adjusted periodically to promptly respond to changes in legal regulations and align with the general practices and trends of the banking industry.

Compliance with laws and regulations: We are committed to fully and strictly complying with all laws, regulations of the SBV, the Bank's Charter, and the entire system of internal regulations in all management, operation, and business activities.

Proactive Compliance: We are committed to upholding compliance as a core value in corporate governance, proactively identifying, assessing, and controlling compliance risks in every governance decision and operational activity; ensuring that all of the Bank's operations are conducted transparently, safely, and in accordance with advanced governance standards.

Compliance Control System: Committed to strengthening and improving the effectiveness of compliance control through maintaining a three-line defense model, enhancing the independence of the Compliance and Internal Audit functions, regularly reviewing and updating internal regulations, and strengthening the monitoring of the implementation of SeABank's processes, regulations, and laws throughout the system.

Commitment to building a culture of compliance

SeABank continuously strives to enhance its compliance culture to ensure transparency and safety in its operations. SeABank is committed to building and spreading a proactive compliance culture, ensuring that every employee is aware of their responsibilities; and simultaneously implementing strict, public, and transparent penalties for violations.

The commitment to a culture of compliance is implemented through a compliance action program and the issuance of the "5T" Compliance Standards, based on the principle of "saying NO to violations and fraud," comprising five criteria: Self-awareness, Honesty, Alertness, Denunciation and Communication.

Strategies and measures for managing and controlling compliance

Under the supervision of the BOD and the EMB, the strategic pillars of compliance management at SeABank include:

- **Identifying and managing compliance risks:** Gradually improving the compliance risk management framework and integrating it into the overall risk management system. Compliance risks are identified for each key operational area (credit, fundraising, investment, information technology, anti-corruption, etc.), assessed for their impact and likelihood, and used as a basis for establishing appropriate control measures. This risk-based approach helps the Bank shift from formal control to preventative risk management.
- **Ensuring the enforcement of internal policies and regulations:** Maintaining a mechanism for reviewing, updating, and standardizing the internal regulation system in accordance with changes in legislation and strategic direction. The process for issuing and amending documents is clearly established, ensuring consistency, feasibility, and implementability throughout the system. Dissemination, training, and monitoring of regulation enforcement are strengthened, thereby improving compliance levels at business units and support units.
- **Detection, prevention, and handling of violations:** Implement a comprehensive approach involving regular and unscheduled inspections and monitoring of compliance; strengthen remote monitoring tools and early warning mechanisms. Violations are recorded, classified according to risk level, corrective actions are required, and monitored until completion. The mechanism for handling violations is implemented according to the principles of openness and transparency, linked to individual and managerial responsibility, contributing to increased deterrence and prevention of recurrence.
- **Enhancing a culture of compliance and proactive compliance awareness among employees:** Implementing training and communication programs, and integrating compliance into performance evaluation and human resource management systems. Compliance is defined as the responsibility of every level and every individual, from the first line of defense to the third line of defense. Employee awareness and attitudes towards compliance are gradually improving, shifting from "passive compliance" to "proactive compliance".
- **Promoting digital transformation and technology application in compliance control:** The bank aims to gradually digitize its compliance work, deploying data-driven compliance monitoring tools, early warning systems, transaction analysis, and automated reporting, thereby improving monitoring efficiency and reducing reliance on manual inspections.
- **Strengthening reputation, brand, and market trust:** Through maintaining an effective compliance control system, the Bank aims to strengthen the trust of customers, investors, and partners, enhance brand reputation, and improve competitiveness in the financial market.
- **Enhanced coordination among lines of defense**: Compliance monitoring is carried out based on close coordination between the first, second, and third lines of defense. The Compliance function plays a coordinating, aggregating, and risk warning role, while business units are responsible for source control. Monitoring results are shared with Internal Audit to facilitate independent evaluation and improvement of the internal control system.

Implementation and results of Compliance activities

To realize its strategic pillars, SeABank is actively implementing its compliance plan for 2025, focusing on three main areas of activity, including:

Institutionalize, develop, and refine internal regulations and policies to ensure compliance with regulations

- In 2025, SeABank will continue to improve its internal documentation system to ensure compliance with new regulations of current laws: the amended Law on Credit Institutions 2025 (Law No. 96/2025/QH15); the Land Law; the Residence Law; the Social Insurance Law; Circular No. 25/2025/TT-NHNN amending and supplementing a number of articles of Circular No. 17/2024/TT-NHNN regulating the opening and use of payment accounts at payment service providers; Circular 31/2025/TT-NHNN regulating the operation of subsidiaries and affiliated companies of credit institutions in the field of debt management and asset exploitation; Circular 21/2025/TT-NHNN regulating the ranking of credit institutions and branches of foreign banks; Circular 45/2025/TT-NHNN amends and supplements several articles of Circular 18/2024/TT-NHNN regulating banking card operations; Circular 30/2025/TT-NHNN amends and supplements several articles of Circular 15/2024/TT-NHNN regulating the provision of non-cash payment services; Circular 27/2025/TT-NHNN guides the implementation of several articles of the Law on Prevention and Combat of Money Laundering...
- Develop and implement internal policies, regulations, and procedures on compliance, internal control, and professional ethics based on policies and legal regulations, ensuring they are timely, accurate, and appropriate to SeABank's operational direction and realities.
  - » Code of professional ethics, Handbook of professional ethics;
  - » Implement the development of codes of conduct for members of the BOD;
  - » Collective labor agreement, labor regulations, SeABank charter...

Strengthen inspection and supervision to detect and prevent compliance risks early

- ***Frequency and focus of control:*** periodic and ad hoc, focusing on key risk areas such as credit, collateral management, anti-corruption, IT, information security, and customer data protection. A risk-based approach is applied in control planning, concentrating resources on areas with high risk levels.
- ***Inspection and monitoring method:*** a synchronized combination of off-site monitoring and on-site review.
  - » Remote monitoring: This is carried out through data analysis, Governance Reporting, key risk indicators (KRIs), and early warning systems to detect anomalies in business operations.
  - » On-site monitoring: focuses on high-risk areas, assessing compliance with procedures, record quality, and the completeness and effectiveness of internal controls.
  - » Key topics for 2025 include: construction and installation products, real estate development, information security, large-value overdue/new loan disbursements, etc.
- ***Deployment basis:***
  - » Based on the annual plan developed and designed by the Compliance Center (RM, L&C Division), the roadmap includes: remote monitoring plan; periodic/unscheduled inspections at business units and Head Office divisions; in-depth thematic inspections using appropriate inspection, monitoring, and sampling methods...
  - » Inspection and monitoring activities are based on risk analysis and the application of information technology to improve inspection methods and models. Based on risks, inspection and monitoring activities are carried out to ensure compliance with laws and internal regulations for all business operations, and warnings and recommendations are issued to address and prevent risks.
  - » For operational activities, control points are established during the implementation process to ensure independent, objective, and compliant monitoring. All of SeABank's defense lines have units that promptly inspect, monitor, and audit key operations, ensuring the earliest possible detection and correction of compliance errors.
- ***Actual implementation:***
  - » Develop, build, refine, and improve the effectiveness of internal control processes and systems, ensuring compliance with laws and internal regulations to support business operations.
  - » Continue reviewing the internal control system according to the COSO framework and the standards and requirements of foreign partners and organizations.
  - » Conduct MCA evaluations of business processes to enhance the effectiveness of risk mitigation checkpoints.

Building a culture of proactive compliance – strengthening communication and training

Based on the 5T principles and the commitment to a culture of compliance (details in Section VI-3.1 of this Report), the culture of compliance continues to be promoted and disseminated throughout the SeABank system through enhanced communication and training activities. To build a positive, self-aware, proactive, objective, and effective work ethic for all employees, communication and training are implemented comprehensively, covering basic to advanced compliance knowledge, focusing on three main elements:

Training and communication to enhance proactive compliance and professional ethics for employees across the entire system are conducted through various forms: in-person/e-learning training courses at the SeABank Academy; direct training by leaders of the Compliance Center at various units; workshops to discuss and resolve issues; periodic professional competency examinations; communication newsletters; alerts via internal email; compliance checklist reports; and the development of supporting tools such as compliance manuals and guidebooks.

Operational Status and Compliance Results *(continued)*

Some key activities for 2025:

Workshop series "Enhancing Proactive Compliance and Risk Prevention"	• Guidance on reviewing credit files, on-site training at business units after inspection, enhancing professional knowledge and compliance awareness (at 19 business unit clusters with 75 hours of training) • The media enhances legal awareness among employees through sharing sessions such as: » Sharing with staff in the Retail banking Division the legal regulations related to promotions, program implementation support, and business promotion of products/services; » Sharing expertise with staff in the Credit Approval Division regarding common situations and obstacles encountered during the loan appraisal and approval process for individual customers; » In-person training at the Hanoi branch on basic legal aspects of businesses and bank guarantees.
Training program on AML and FATCA compliance	• The implementation will be synchronized across the entire system, adhering closely to Vietnamese law, the requirements of the SBV, and relevant international practices and standards. • The training content is designed to suit each target group, including: » Basic training for all employees. » Provide in-depth training for units and departments directly involved in AML and FATCA compliance. • The training methods are implemented flexibly to ensure effectiveness and broad accessibility: » Intensive training, » Online training » Internal communication programs. • It is a mandatory requirement for 100% of newly hired employees to participate in and complete AML & FATCA training courses before officially assuming their duties. • Organize regular training programs and evaluate learning outcomes to reinforce knowledge, update on new regulations, and enhance compliance awareness throughout the system.
Training for management levels	• This initiative is implemented with a focus on the principle of "leadership by example," playing a crucial role in guiding and directing employees to comply with the Bank's regulations. • In-depth training modules on compliance and professional ethics for management-level staff, such as SeAManager and SeAHIPO, continue to be implemented.
New courses and lectures	• Develop and update courses, refresh teaching methods and approaches: » Methods for identifying forged signatures, seals, and documents » Regulations on the management and use of seals at SeABank... • Continuously updating content, keeping up with trends and changes in legal regulations, helps employees stay informed and proactively comply.
Develop supporting tools	• Actively develop support tools to help employees easily acquire knowledge and apply it in practice: » Guidelines for identifying compliance errors and determining risk levels. » Instructions for checking and detecting forged documents and records. » Instructions for looking up customer information on the National Public Service Portal...
Multichannel communication	• Strengthen communication by diversifying formats, increasing frequency, enhancing interaction, and optimizing reach to employees: » Internal newsletters (53 legal newsletters, 9 compliance newsletters) » Mini game "Wednesday of Compliance"...

Planning, Objectives and Direction - Proactive Compliance Management

Proactive compliance management is a key objective for SeABank until 2028, aiming to achieve a competitive advantage in the market and fulfill its sustainable development goals. Accordingly, SeABank proactively addresses potential compliance issues to identify, assess, and prevent or mitigate risks before they occur or pose a threat to the bank's assets and reputation, as well as to its customers.

The following are the proactive compliance management solutions that will be implemented:

- **Enhancing risk- and data-driven compliance control:** Continue to refine the risk-based control approach, incorporating data analytics and compliance risk indicators (KRIs). Monitoring activities will be prioritized based on materiality and emerging risk trends, optimizing control resources and improving early risk detection capabilities.
- **Promoting digital transformation in compliance control:** Focusing on digitizing compliance control processes, deploying remote monitoring tools, early warning systems, and automated Governance Reporting, thereby improving the timeliness and accuracy of monitoring activities.
- **Improving the internal policy, process, and control system:** Continue reviewing, standardizing, and updating the internal policy, regulation, and process system in accordance with changes in law and governance practices. Compliance control will be integrated from the process and new product design stage (Compliance by Design) to minimize risks arising during operation.
- **Strengthening the effectiveness of the first line of defense:** Reinforcing the self-control role of business units and support units through self-evaluation of compliance, self-inspection, and linking compliance responsibility to the performance evaluation of unit leaders. Compliance control at the second line of defense will focus on monitoring the effectiveness of the first line of defense and advising on, improving, and enhancing self-control capabilities.

- **Enhancing multi-level coordination and integrating overall risk management:** Compliance control activities will be implemented in close coordination among units (RM, L&C Division, Internal Audit Department, and Technology & Digial Banking Division) to ensure a unified approach to risk management and internal control. The bank aims for an integrated risk management model throughout the entire system.
- **Training and awareness campaigns on compliance:** Continue to regularly implement diverse forms and approaches to disseminate compliance awareness to a wide range of employees, thereby transforming knowledge into the capacity to proactively implement compliance. Training and communication activities aim to ensure employees understand their compliance responsibilities and the consequences of non-compliance; the importance of compliance and the benefits it brings; updating information on new violations and tactics in the market will help employees prevent and resolve difficulties and obstacles in their work, and enhance their preventive capabilities.
- **Promoting a proactive compliance culture throughout the system:** Building a compliance culture through internal communication, training, commitment mechanisms, and integrating compliance into human resource management. The goal is to shift from "passive compliance" to "proactive compliance," where each employee is a line of defense in risk management.
- **Reporting violations:** Strengthen communication and encourage employees to report violations through hotlines (including the Compliance Hotline - Email: baocaosaipham@seabank.com.vn) and implement appropriate commendation and reward mechanisms.

INTERNAL AUDIT

Functional structure and responsibilities of Internal Audit

SeABank's Internal Audit Department is organized uniformly at the Head Office and operates under the direct guidance and supervision of SeABank's Supervisory Board. The Internal Audit Department acts as a third line of defense, conducting independent and objective reviews and evaluations of the appropriateness and compliance with the institution's internal mechanisms, policies, processes, and regulations; and making recommendations to improve the effectiveness of these systems, processes, and regulations, contributing to ensuring the institution operates safely, efficiently, and legally. Under the direction of the Supervisory Board, the Internal Audit Department has implemented audit plans based on risk orientation. In addition, the Internal Audit Department also performs other supervisory and review tasks as requested by the Supervisory Board and official letters from regulatory authorities..

Internal audit activities in 2025

Annual audit in 2025

- The Internal Audit Department completed the audit plan for business units, Head Office divisions/departments/sections, and thematic and mandatory audits as stipulated by the SBV, such as: anti-corruption audits, capital adequacy ratio calculation systems, appraisals, insurance, etc.
- The post-audit recommendations have been reported to the BOD, the EMB, and the Supervisory Board, contributing to the improvement of processes and the enhancement of the effectiveness of the internal control system, thereby minimizing risks in operations.

Improving operational efficiency by 2025

- Participate in the implementation of information technology projects to support auditing activities.
- Perform monitoring and reporting duties as directed by the Supervisory Board and enhance coordination with security lines 1 and 2 through the internal reporting system and coordination mechanism.
- Improve internal audit processes and urge the thorough implementation of corrective actions based on audit recommendations. Refine the procedures and guidelines for monitoring activities as required by the Supervisory Board to strengthen its role as stipulated in the Law on Credit Institutions of 2024.
- Strengthen training activities to enhance internal audit capabilities and team management skills.

2026 Plan Objective - To improve and enhance the role of internal audit

- Continue to improve the software system used for auditing, and enhance the use of AI technology for in-depth data analysis.
- Improve the organizational model and enhance the supervisory function and effectiveness of internal audit.

VII. REPORT ON ENVIRONMENTAL AND SOCIAL IMPACT

THE BANK'S COMMITMENT TO FULFILLING ITS RESPONSIBILITIES IN SUSTAINABLE DEVELOPMENT

Long-term vision

SeABank's commitment is integrated into its long-term development strategy, aiming for a sustainable financial ecosystem that contributes to the prosperity of future generations.

Commitment to Sustainable Development

The Bank's commitment to sustainable development is not just a statement, but a practical roadmap with concrete actions and measurable results. Based on the principles we have set forth, we are making specific commitments to promote sustainable development in the financial sector, focusing on four main areas: global goals, climate, community, and customers.

Commitment to global goals - 17 UN SDGs.	SeABank is committed to promoting all 17 objectives, integrating them into its banking strategies and operations: • **Sustainable and responsible business:** Integrating ESG into operations, strengthening corporate governance and effective risk management, ensuring responsible business growth and minimizing environmental and social impact. • **Developing a Green Banking orientation:** Greening business and operations across the entire bank to achieve sustainable growth, minimize negative impacts, and create value for the environment and society. • **Building a cohesive organizational culture:** Aiming to become a leading bank in organizational culture, ensuring an equal and respectful work environment, high levels of satisfaction and commitment, and improved performance. • **Sustainable community development across multiple sectors:** Maintaining the operation of 4 internal charitable funds and continuing to implement social welfare activities in diverse areas such as supporting the poor, education, healthcare, environmental protection, etc
Climate commitment	• **Net emissions of zero:** Commitment to reducing greenhouse gas emissions in the Bank's operations and credit portfolio in line with the Government's direction to contribute to achieving net emissions of zero for the nation by 2050. • **Green financing support:** Providing green credit packages with preferential interest rates to support emission reduction projects such as renewable energy plants, energy saving initiatives, and environmental protection initiatives. • **Green transformation of internal operations:** Actively reduce carbon emissions in internal operations, including digitizing transaction processes, minimizing paper use, and investing in environmentally friendly offices.
Commitment to the community	• **Promoting financial inclusion:** Providing affordable microcredit products and financial services to low-income populations, women, and vulnerable groups. • **Supporting communities affected by climate change:** Partnering with localities severely impacted by climate change, providing loans for reconstruction and sustainable development. • **Volunteer activities:** Organizing charitable programs in diverse fields such as poverty alleviation, scholarship support, community health, etc.
Commitment to customers	• **Developing green financial products: g**reen financing specifically for sustainable projects, facilitating the participation of scientists, technology companies, and organizations in the green transition process; preferential green credit for businesses adopting circular economy models or environmentally friendly technologies. • **Supporting green personal finance:** Developing preferential loan packages for individuals purchasing environmentally friendly products such as electric cars, home solar energy systems, and apartments with green building certification. • **Developing social finance products:** funding projects in education, healthcare, low-income housing, women-owned businesses, etc. • **Enhancing ESG consulting:** Providing free consulting services to corporate clients on how to integrate ESG elements into their business operations, helping businesses access better funding, transition green, and improve competitiveness. • **Sustainable service experience:** Promoting the digitalization of banking services and providing a modern online transaction platform helps minimize resources and save time for customers.
Commitment to human rights and laborers	• **Respect for diversity and equality:** SeABank builds a humane and healthy working environment that upholds human rights and ensures respect and equality. • **Talent development:** Fair opportunities, clear training and career advancement paths to develop and retain talent. • **Ensuring fair compensation and benefits:** This is based on multiple factors, adheres to regulations, and guarantees benefits and fairness.
Commitment to shareholders and investors	• **Integrating ESG elements into governance:** integrating ESG management procedures into credit processes, ensuring that transactions with high ESG risks that lack mitigation measures are not financed. • **Applying international standards:** incorporating the recommendations and operational standards of strategic partners into our operations. • **Information transparency:** establishing a mechanism for receiving and processing complaints and publicly disclosing information on SeABank's website or through other regulated channels.
Measuring and reporting progress	• **Publish an annual Sustainable Development Report:** including specific indicators such as emissions reductions, the number of green projects funded, and the proportion of green credit portfolios. • **Actively participate in international ESG evaluations** and rankings to enhance credibility and improve operational efficiency. • **Set goals for building internal sustainability indicators:** track the contribution of each department to the overall sustainability strategy.

THE HIGHEST PERSON RESPONSIBLE FOR SUSTAINABILITY POLICIES AND IMPLEMENTATTION

The highest person responsible for implementing sustainable development: Chairperson of the Board - Le Van Tan

- Oversight Responsibilities: The Board members directly assigned to monitor, advise on, and supervise matters related to sustainable development are Mr. Le Van Tan - Chairman of the Board, Mr. Fergus Macdonald Clark - Independent Board Member, and Mr. Matthew Sander Hosford - Independent Board Member. These members are responsible for jointly managing, supervising, and advising on ESG issues, climate change, green credit, and related matters. Details of responsibilities and activities are on pages 138-139 of this Report.
- Responsibility for Direction and Implementation: The BOD assigns the CEO the task of organizing, managing, and delegating authority to the Councils/Committees and Divisions/Units of SeABank in implementing the sustainable development strategy according to the direction approved by the BOD. In addition, to assist the BOD, the Risk Management Committee (or other Committee/Council under the BOD assigned to advise and assist in the field of sustainable development) has been assigned the task of advising the BOD, monitoring and evaluating the effectiveness of the sustainable development system, and proposing solutions to improve the effectiveness of this system in relation to the Bank's operations.

**Details of the organizational structure and operations of the BOD and its subordinate committees can be found on pages 138-164 of this Report.*

COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS:

- **Penalties for violations due to non-compliance with environmental laws and regulations: NO.**
- **Total amount of fines imposed for violations of environmental laws and regulations: NO.**

ORIENTATIONS AND POLICIES FOR MANAGING THE ENVIRONMENTAL AND SOCIAL IMPACTS OF BUSINESS ACTIVITIES

Environmental and Social Impact Management Orientation at SeABank

IDENTIFY POTENTIAL IMPACTS AND RISKS:	Besides generating economic value, the Bank's business activities also have a significant impact on the environment and society. SeABank identifies and manages potential risks as follows: • **Reputation risk:** Banks may suffer reputational damage if they finance projects or clients that have a negative impact on the environment and society, especially if this is reflected negatively in the media. • **Credit risk:** The risk of debt recovery from customers whose operations are suspended to address environmental or social issues or who incur large penalties.
STRATEGIC INTEGRATION	Key themes are integrated into SeABank's sustainable development strategy and long-term business plan. SeABank has concretized each theme into action programs such as promoting green credit, social credit, managing environmental and social risks in credit operations, digitizing processes, and supporting the community.
DEVELOP POLICIES AND GOVERNANCE SYSTEMS	• **Environmental and Social Policy**: Applying environmental and social criteria throughout the entire credit and investment management process, ensuring that financing activities do not harm the environment or society. • **ESMS:** Assessing and managing environmental and social risks for all loan and investment projects, and credit granting activities of SeABank and its subsidiaries. • **Governance system:** Consistent approach towards sustainable goals from the BOD to the General Director and all levels of implementation. • **Information security:** Implementing security regulations and strict access control to ensure the safety of customer data.
MONITORING AND REPORTING	• **Use clear metrics for each topic:** Green credit ratio, reduction in greenhouse gas emissions from internal operations, financial support for female customers in local areas, women-owned businesses and small/micro enterprises, number/impact of community programs implemented... • **Information transparency:** Regularly publishing Sustainability Reports and transparently disclosing information related to environmental and social issues. • **Completing the ESG Index:** A step-by-step process of building and standardizing the ESG index will serve as the basis for monitoring the implementation of the sustainable development strategy. The index will be reviewed and updated periodically to ensure it fully reflects sustainable development commitments, aligns with the operational context, risk management requirements, and international best practices. This is a crucial foundation for measuring effectiveness, assessing improvement trends, and supporting decision-making throughout the system.
DEVELOPMENT ORIENTATION	• **Technological innovation:** Investing in ESG management systems and modern measurement tools to improve management efficiency. • **Enhance international cooperation**: Participate in global initiatives such as the Glasgow Financial Alliance for Net Zero (GFANZ), Just Energy Transition Partnership (JETP) to stay updated on trends and improve management standards. • **Internal training:** Integrate ESG into employee and leadership training programs, ensuring consistency in the implementation of sustainable strategies.

Socio-environmental policies and socio-environmental risk management systems

The system of policies and principles for managing environmental and social risks at SeABank

SeABank implemented an Environmental and Social Management System (ESMS) in January 2022 to ensure the bank does not finance activities that harm the environment and the community. By 2025, SeABank will integrate the following environmental and social principles into its lending and investment activities:

(a) Communicating SeABank's environmental management policies to employees, shareholders, investors, customers, and stakeholders.

(b) SeABank requires and directs its corporate/business clients, who receive credit/investment from SeABank, to conduct environmental and social risk management in accordance with SeABank's environmental and social standards during their business operations.

(c) Assess the environmental and social risks and opportunities associated with each funding or investment product to achieve the best long-term sustainable results and minimize potential adverse environmental and social impacts.

(d) Encourage, evaluate, and strive to implement solutions, products, and services that have a positive impact on the socio-environment.

(e) SeABank requires customers/projects that receive credit/investment to comply with or commit to complying with the following environmental and social requirements:

i. Social and Environmental Exclusion List: SeABank does not invest in/provide credit to any customers/activities on SeABank's Social and Environmental Exclusion List.

ii. SeABank's list of excluded social media activities is based on advanced international practices while also being consistent with the current situation and development conditions of the Vietnamese economy.

iii. Current regulations in Vietnam regarding the social environment.

iv. The core labor conventions of the International Labour Organization, the 8 IFC operational standards**, and the World Bank Group's guidelines on Environment, Health and Safety (for transactions with high socio-environmental risks, these must be applied, as per SeABank's ESMS regulations from time to time).*

(f) Monitor the effectiveness of the social and environmental impact evaluation of customers, organizations, or projects that SeABank has granted credit/investment to, and promptly collect reports on any SIA incidents or accidents (if any), their impact or consequences arising from or potentially arising from such incidents/accidents, and the measures being implemented or planned to be implemented to address/remedy them.

(g) Promote the efficient use of materials and resources in SeABank's and its customers' operations, including the use of domestically produced recycled goods and materials for activities/projects where appropriate, and the application of energy and water saving measures where feasible.

(h) Efforts to reduce greenhouse gas emissions aim to mitigate climate change and ensure SeABank plays an active role in the transition to a low-carbon economy.

(i) Maintain a complaint resolution mechanism so that employees, customers, and other stakeholders can voice concerns or complaints about the effectiveness of the Social Media activities and compliance with the Social Media policy and standards requirements of SeABank, and systematically address these concerns/complaints.

(j) Ensure sufficient human, financial, and material resources are provided to effectively implement SeABank's ESMS.

(k) Review the results of the annual ESMS implementation performance evaluation and direct changes/improvements to achieve sustainable development performance as planned.

(l) SeABank publicly discloses the effectiveness of its social media activities in accordance with international best practices.

* *https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations*

** *Performance Standards on Environmental and Social Sustainability | International Finance Corporation (IFC)*

Environmental and social exclusion list

EXCLUSION LIST: No investment/credit granted to customers/operations in industries/sectors that have a negative impact on the environment and society, notably:

- Tobacco manufacturing/trading;
- Manufacturing/trading of alcoholic beverages (excluding beer and wine);
- Gambling/casino operations;
- Manufacture/trade of radioactive materials;
- Logging activities from primary forests, and the production/trading of timber originating from sources other than sustainably managed forests;
- Coal industry operations;
- Activities involving forced labor or child labor exploitation...

EVALUATION PROCESS: SeABank conducts screening, classification, and evaluation of socio-environmental risks for all credit facilities. For customers with socio-environmental risks requiring remedial measures, SeABank collaborates with the customer to develop a remediation plan and monitors it throughout the credit period.

Results achieved:

>10,000 credit proposals have been screened and assessed for environmental and social risks (equivalent to 100% of credit granted, excluding consumer loans and credit cards).

100% of high-risk projects that lacked mitigation measures or projects/plans on the exclusion list have been rejected.

**Above figures are applicable for Corporate Banking credit only.*

HUMAN RESOURCE POLICY - EMPHASIZING HUMAN VALUES AND TALENT DEVELOPMENT

TOTAL NUMBER OF EMPLOYEES:

The average total number of employees in 2025 is **5,396** person

The total number of employees as of December 31, 2025 is **5,427** person

AVERAGE INCOME:

VND **31.6** million/person/month

4.9 %

compared to the average income in 2024

SATISFACTION INDEX:

90.37% of employees feel satisfied working at SeABank.

90.5% of SeABank employees will stay with the bank for at least the next two years

Human Resources Policy System - Prioritizing Employee Welfare

Recognizing human resources as the core of development, SeABank builds a work environment that values trust - where each individual believes in their own worth, trusts the guidance and direction of the BOD and the Board of Management, and believes in the common goals of the organization, in line with the spirit of "Believe!".

Adhering to its human rights commitment, SeABank improves its welfare system towards fairness, transparency, and merit, promoting the maximization of potential. At the same time, the Bank creates a safe and healthy working environment, ensuring the physical and mental well-being and comprehensive welfare of its staff.

Believe

Building a safe working environment that ensures physical and mental health

Worker safety and health	• SeABank provides facilities and working conditions that are safe, clean, and modern, ensuring the health and productivity of employees throughout the system: » SeABank employees are fully equipped with modern equipment to support their work: desktop computers, keyboards, mice, Cisco internal telephone systems, filing cabinets, monthly office supplies, etc. » SeABank's buildings and headquarters are also fully equipped with modern facilities, prioritizing environmentally friendly equipment with energy efficiency ratings (CSPF) greater than 4. » 100% of our offices are equipped with air purifiers, ventilation systems, and fresh air filtration systems to eliminate bacteria and dust and ensure good health. » Increase the number of plants in the office and optimize the use of natural light. » 100% of the domestic water supply throughout the system is guaranteed to meet Vietnamese standards for domestic water: QCVN 01-1: 2018/ BYT of the Ministry of Health and QCVN 14:2008/BTNMT of the Ministry of Natural Resources and Environment. • Occupational health care system: » PVICare Comprehensive Insurance: health insurance for employees and their families, with benefits that increase and expand annually based on job title, seniority, etc. » Periodic health check-up program: In addition to the basic general check-up package, SeABank ensures specialized examinations according to gender; in-depth examinations are added and increased based on job title, seniority, etc. The program is implemented at reputable hospitals with professional service quality and modern medical facilities. • Commitment to human rights, not to use child labor or forced labor, and not to finance or cooperate with parties that use child labor or forced labor.
Building a diverse and equitable environment	• **Non-discriminatory recruitment policy**: SeABank ensures a fair recruitment process, without bias or discrimination based on any factor other than professional competence, welcoming and attracting talent from all regions, genders, ages, ethnicities, religions, etc. • **Promoting inclusion:** Training programs on diverse cultures and teamwork skills are regularly organized, helping employees learn to respect and cooperate effectively in a diverse environment. • **Gender equality:** SeABank always creates opportunities for women to assert themselves and hold important leadership positions. The percentage of female managers and leaders at SeABank is 47%. • **Fair opportunities for advancement**: A transparent performance evaluation system, based on achievements and capabilities, ensures that all employees have a fair chance of recognition and career development. • **Equal income and benefits:** SeABank implements a salary and benefits policy that does not discriminate based on gender or any personal factors, with the principle of "paying according to the value of the work".

Building a diverse and equitable environment *(continued)*	• **Building a culture of open feedback:** SeABank encourages employees to share their opinions and contributions to improve the working environment through regular surveys and interactions on internal communication channels. • **Developing an internal community:** Clubs and diverse volunteer and group activities foster cohesion and spread a spirit of teamwork throughout the system.
Enhancing the experience and strengthening the connection and dissemination of internal cultural values	In 2025, more than 20 events and programs were implemented, flexibly combining in-person and digital activities, effectively connecting staff at units nationwide. Notable programs include: • **The SeAProud program** expresses gratitude to over 1,500 employees who have been with the bank for many years. • **The "Cultural Ambassador" program**, with the participation of approximately 160 employees, seeks outstanding individuals to spread internal cultural values. • **Activities commemorating special occasions** such as International Women's Day (March 8th), Vietnamese Women's Day (October 20th), SeABank's anniversary, and the first-ever International Men's Day were organized... • **Programs to learn about corporate culture and other internal competition activities.** • **Employee family bonding programs:** SeATet, New Year's lucky money giveaways, and activities for employees' children through SeAKids and SeAHero Kids promote green habits for employees' children...

Competitive compensation and benefits policies

In addition to welfare and benefits policies that comply with legal regulations, SeABank is developing and planning to implement the following attractive Total Rewards and salary/bonus schemes in 2026:

- Salary adjustments are made periodically based on job position, actual work performance, level of contribution, seniority, and dedication of each individual, according to the 3P salary structure.
- The reward system is based on individual performance, results, achievements, and contributions to the Bank's development, ensuring fair rewards to encourage and recognize the contributions of each member.
- Welfare policies have been expanded and improved to provide the best benefits for employees, increasing with seniority and work performance to create motivation for dedication and commitment: PVICare comprehensive health insurance policy for employees and their families; SeAESOP; SeAStaff Privilege preferential loan policy; expanded annual leave policy...

SeABank's compensation and benefits policies are detailed in the Salary, Bonus and Benefits Policy (pages 106-109, of this report).

Training and capacity building for employees

A comprehensive solution for employee training and capacity building:

- Design training programs tailored to each target group in terms of expertise and skills.
- Diversifying learning methods helps employees proactively improve their knowledge while ensuring work progress.
- Establish a clear career development path and encourage employees to continuously improve their skills and innovate.

Overall evaluation of training and capacity building activities in 2025:

Number of training courses:
1,541 courses
6.7% compared to 2024

Average training hours per employee:
62 hours/employee
5.4 hours compared to 2024

Number of employees participating:
6,690 people
16.8% compared to 2024

Number of training participants:
79,038 views
9.1% compared to 2024

Average rating:
9.49/10 points

100% training for
competency group
target group
job title group
Newly recruited staff

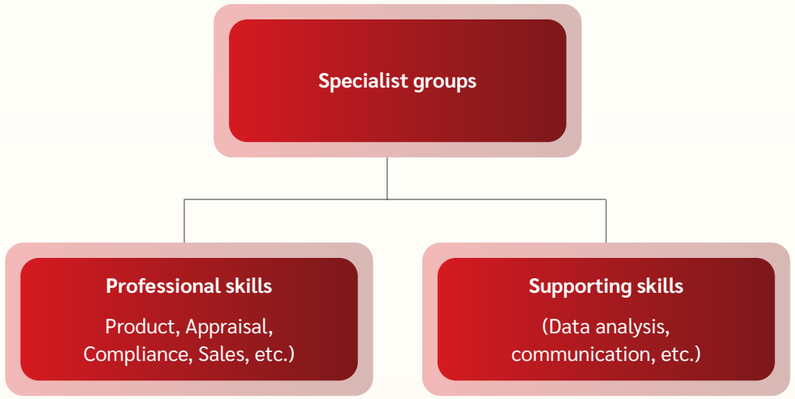
- **The training and development methodology is continuously innovated, optimizing the resources of internal instructors and coaches:** the participation in training, teaching, and coaching by the Leadership Board, from the BOD and the EMB to the Head Office's Divisional Directors, Regional Directors, Center Directors, and Head Office Managers...
- **Organizational format:** blended learning (combining all three formats: classroom, online, and e-learning). In particular, e-learning helps save on the costs of organizing and operating classes, teaching costs, printing materials, and accommodation and travel expenses for students and instructors. It also reduces the time students spend in in-person classes while still ensuring improved skills and work efficiency.
- **Internal instructors:** By 2025, the team of internal instructors and coaches across the entire system will reach 268 people.
- **Training and mentoring activities to enhance knowledge and skills for internal instructors and coaches**: Coaching Conversations, Action Learning for Problem Solving, Team Coaching, etc.

Capacity building programs and activities in 2025:

Standardization program based on competency framework:

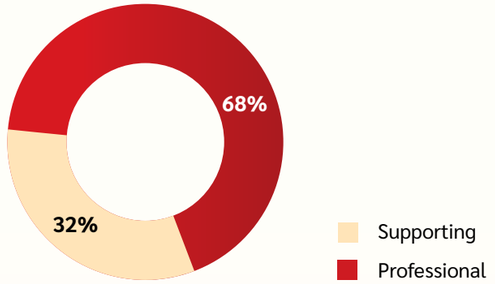
100% of job titles (from Specialist to Senior Manager) receive training and capacity building, including:

- **The Specialist Group focuses on two main skill sets:** professional and supporting skills.

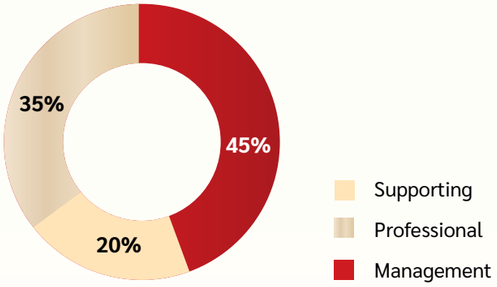


- **Middle and senior management group:** focuses on three competency groups: expertise, support, and leadership/ management.

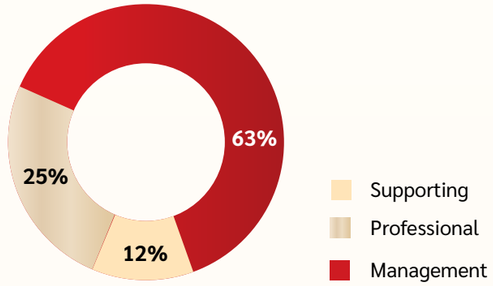
COURSES FOR SENIOR MANAGEMENT



COURSES FOR MIDDLE MANAGEMENT



COURSES FOR SPECIALISTS



Key training programs:

- **Enhancing management capacity:**
  - » Five capacity-building courses for Board members: Board Member Certification Program: DCP33, DCP40; In-depth training program on the Audit Committee: ACMP8, ACMP9; Workshop “BOD Shaping the Future: Perspectives from Digital Governance & Sustainable Development”.
  - » 05 courses required by state management agencies: Anti-Terrorism and Counter-Terrorism Financing; ESG; AI; Distinguishing between genuine and counterfeit money; Identifying forged documents, signatures, and seals.
- **Close the capacity gap according to the new model:**
  - » Develop a competency framework based on the new model for 100% of job titles at the business unit.
  - » Assessing training needs according to the new competency framework,
  - » Providing GAP training according to the new model for 100% of multi-functional tradespeople across the entire system.
- **Sourcing/Post-appointment:**
  - » 100% of new managers receive training and coaching after appointment.
  - » 100% of Division Managers and Center Managers at the Business Unit have received recruitment training.

Review, assess capabilities, and develop talent:

Programme	Details and implementation results for 2025
Develop a competency map, a set of success indicators, and assess training needs for job titles within the business unit	**Target:** • Update and standardize the competency framework for job positions within the business unit according to the new business model. • This helps business units coordinate with the Human Resources Management & Development Division in managing and retaining high-quality personnel who are aligned with SeABank's culture and development requirements, through the development of a comprehensive competency framework, competency map, and training needs evaluation. **Implementation details:** The subjects to be assessed/surveyed/competency mapping, success indicators, and training needs include the following job titles within the business unit: • Regional Director • Business Center Director • Department Director • Team Leader • Officer/Specialist/Expert position **Implementation results:** Results recorded during the 3-month implementation period (September-November 2025) with the following products: • The competency dictionary has been updated, adding new job titles. • Competency map along career development paths • The learning path is linked to the job title competency framework. • Learning roadmap linked to personal career development path. • Success Indicators • Training Needs Analysis Report (TNA). **Impact:** Creates a useful foundation and basis for subsequent training and competency development planning and evaluation activities.
Periodic professional skills evaluation	**Objective:** To regularly assess the quality of human resources at all levels, from specialists to team leaders/experts, ensuring the retention of a highly skilled workforce and creating motivation for employee development. **Implementation details and results:** • Successfully conducted the periodic professional competency examination twice a year for job titles ranging from specialist to team leader/expert. • Update the content and structure of the exam questions. • Implementing camera-based monitoring and management of exam sessions throughout the examination period from online connection points aims to enhance the seriousness and effectiveness of the process.

COMMUNITY DEVELOPMENT ACTIVITIES

Comprehensive financial support for vulnerable customer groups

Expanding cooperation, building a prosperous society

With the goal of building a prosperous and happy community with equal development opportunities for all, SeABank has expanded its international cooperation, successfully raising over US$1.1 billion from reputable financial institutions such as Proparco, FMO, IFC, DFC, AIIB, Norfund... With this capital and the professional support of its partners, SeABank will enhance the effectiveness of sustainable projects and improve banking operations to meet sustainability goals with an ESG focus on the following areas:

- **Comprehensive financial support for women-owned businesses and SMEs:** SeABank implements a series of financial and non-financial projects and policies to provide comprehensive support for SMEs and women-owned businesses, including: the Banking on Women project, the SeAPower Club, and a range of preferential products for target groups...
- **Climate finance activities, green credit, green investment, sustainable economic financing:** SeABank implements green products and services for various segments of individuals and businesses and promotes financing of projects in green and sustainable fields such as clean agriculture, renewable energy and energy efficiency...
- **Promoting digital transformation and improving access to banking services:** SeABank is expanding cooperation with domestic and international partners such as VISA, MoneyGram, MobiFone, etc., to promote and improve digital payment services, creating easy access for those who have not yet used banking services.

Through these projects and activities, SeABank aims for a circular, sustainable economy where all individuals and businesses have equal opportunities for development, while indirectly creating jobs for workers and promoting inclusive economics.

Prmoting financial inclusion - green finance in 2025

POLICY PACKAGE TO SUPPORT BUSINESSES OWNED BY WOMEN

- Providing comprehensive support for financial and non-financial services at the most favorable prices and with diverse credit granting methods (loans, guarantees, trade finance, cards, account services, deposit mobilization, etc.).
- Synchronized financial incentive policies, designed to suit the specific needs of women-owned businesses, such as: free first year when registering for an account package, more favorable pricing policies compared to other customer groups, free early repayment, competitive credit-to-collateral ratio...

THE "QUARTET" OF CORPORATE PRIVILEGE CARDS

Supporting SMEs and women-owned businesses in removing barriers to accessing capital.

- SeABank Visa Corporate Credit Card: Access capital without collateral with an unsecured overdraft limit of up to VND 5 billion; free of key fees (annual card fee, combo account opening fee) for the first year; credit-to-collateral ratio up to 100% according to applicable policy.
- SeAMilleage and SeABank Visa Business cards: help optimize business travel and commercial transaction costs, accumulate frequent flyer miles, and enjoy exclusive privileges at SeABank's partner network.
- SeABiz Ultra Cash Debit Card: Earn returns on your idle cash flow thanks to flexible cashback based on your average monthly CASA balance.

WOMEN ENTREPRENEURS CLUB - SEAPOWER

- Organize training programs and capacity-building courses for female business owners.
  - » The organization held two intensive courses on taxation, finance, and business management, which attracted 5,000 participants.
  - » In collaboration with local tax departments, we will organize a series of 5+ in-depth tax workshops nationwide, providing timely updates on important changes in the 2025 tax policy and the IFRS implementation roadmap.
- Collaborate with business associations and non-profit organizations to organize large-scale workshops/events, expand networking opportunities, and share management experiences.
- We provide communication and brand promotion support packages, connecting clients with a partner ecosystem to increase added value for our customers.

SEALADY INTERNATIONAL CREDIT CARD

- Featuring cashback of up to 2% on transaction value every day, especially high on special days for women such as birthdays, International Women's Day (March 8th), Vietnamese Women's Day (October 20th), or at partner insurance, healthcare, and beauty services.
- With this card, SeABank is one of the pioneering banks to launch a product with a charitable element by sharing with cancer patients. Specifically, for every transaction of 1 million VND or more made by customers using the SeALady Cashback card, the bank will donate 2,000 VND to the Bright Tomorrow Cancer Patient Support Fund. By 2025, SeABank will have contributed a total of 4,122,140,000 VND to the fund.
- First launched in 2017, the product won the "Credit Card of the Year 2019" award from The Asian Banker. By the end of 2025, SeABank had issued more than 98,000 SeALady cards.

LOAN PACKAGE FOR MEMBERS OF THE WOMEN'S UNION (SEAWOMEN)

- With a maximum loan limit of 150 million VND and a maximum loan term of 60 months, free early repayment, and streamlined loan application procedures/documents for female members. Since its launch, this unsecured consumer loan product has consistently been widely accessible to many customers thanks to its attractive features and benefits.
- By the end of 2025, the SeAWomen product will have a cumulative total of over 22,300 customers, with outstanding loans reaching VND 1,183 billion, a 10% increase compared to 2024.

SEASOUL 2-IN-1 VISA CARD

In 2025, SeABank launched the SeASoul 2in1 multi-purpose card in collaboration with singer My Tam, offering financial privileges associated with the spiritual values of Peace of Mind, Well-being, and Connection:

- Integrating credit and debit card features, enjoy discounts of up to 15% when paying with cards on entertainment platforms.
- For every new and successfully activated SeASoul Card, SeABank will contribute VND 3,000 to the SeABank/MT Foundation charity fund of Singer My Tam to support philanthropic activities.

GREEN CREDIT

In 2025, SeABank issued its Sustainable Development Strategy under Decision No. 1497/2025/QD-HĐQT, which sets the goal of increasing the proportion of green credit in the total credit portfolio to 5% by 2030.

- The program promotes growth in green credit: regulations are developed according to the specific characteristics of each industry, and preferential pricing policies are applied periodically. In 2025, SeABank will focus on projects classified as green according to Decision No. 21/2025/QD-TTg of the Prime Minister on regulations on environmental criteria and the confirmation of investment projects classified as green, or for sectors recognized as green by international organizations, including: green buildings, renewable energy, energy efficiency, EVs/EV charging stations, aquaculture, environmentally friendly chemicals and plastics, sustainable tourism, smart agriculture, etc.
- Green financing support: Providing green credit packages with preferential interest rates to support emission reduction projects such as renewable energy plants, energy saving initiatives, and environmental protection initiatives...
- Developing green financial products: green financing specifically for sustainable projects, facilitating the participation of individuals and organizations in the green transition process; preferential green credit for businesses adopting circular economy models or environmentally friendly technologies...

CSR and community development activities

With humanistic values built upon its corporate culture, SeABank aims to further spread these values to the wider community, thereby creating sustainable values and contributing to building a prosperous community.

In 2025, SeABank implemented many meaningful social welfare activities with a total cost of over 34 billion VND, including many meaningful activities and programs covering various aspects of life in accordance with the 17 UN SDGs.

Social Security Budget 2025

> VND 34 billion

41.67%
compared to 2024

Some typical programs include:

PROGRAMS IMPLEMENTED BY SEABANK'S SEASMILE FUND

'SEABANKERS FOR THE CHILDREN' PROGRAM

Implementation details	Budget	SDGs
This annual program spreads love to children in remote areas, sick children, and children from disadvantaged backgrounds nationwide. In 2025, the program will build libraries and reading rooms; award scholarships to underprivileged students; and donate essential supplies, clothing, facilities, and necessities to schools and social welfare centers.	**790** MILLION VND	1, 2, 3, 4, 8, 10, 11

'SPRING OF LOVE' CHARITY PROGRAM

Implementation details	Budget	SDGs
The Spring of Love 2025 program distributed numerous gifts to children, the elderly, patients, and families in difficult circumstances at hospitals, schools, and welfare centers in many provinces and cities across the country.	**725** MILLION VND	1, 2, 3, 4, 8, 10, 11

'DAY OF LOVE' ANNUAL CHARITY PROGRAM

Implementation details	Budget	SDGs
Day of Love on September 7th is a day when SeABank employees across the entire system spread humanitarian values to the community. Day of Love 2025 is implemented with two main focuses, including: • Volunteer activities in many provinces and cities. • Fundraising activities to support the SeAGreen Fund and SeADreams.	**1.5** BILLION VND	1, 2, 3, 4, 8, 10, 11

PROGRAMS IMPLEMENTED BY SEABANK'S SEADREAMS FUND

STUDY PROMOTION SCHOLARSHIPS FOR OVER 130 UNDERPRIVILEGED STUDENTS

Implementation details	Budget	SDGs
The monthly scholarship amount will be increased to 1,500,000 VND per student. The scholarships are awarded to underprivileged but studious students sponsored by the Fund. As of December 31, 2025, the Fund is sponsoring 124 students.	**>2** BILLION VND	1, 2, 3, 4, 8, 10, 11

PROGRAMS IMPLEMENTED BY SEABANK'S SEADREAMS FUND

STARTUP SCHOLARSHIPS FOR 15 HIGH SCHOOL GRADUATE STUDENTS

Implementation details	Budget	SDGs
Scholarships worth 10 million VND per student are awarded to SeADreams high school graduates as part of their preparation for the future.	150 MILLION VND	1, 2, 3, 4, 8, 10, 11

OTHER PROGRAMS IMPLEMENTED BY SEABANK

CITIZENS' WEEK

Implementation details	Budget	SDGs
The program implements a series of activities focusing on: • Providing assistance to mitigate damage caused by natural disasters, storms, and floods in many provinces and cities across the country; • Practice a green lifestyle - plant trees, clean up litter, reduce single-use plastics; • Donate blood, give the gift of life.	~1 BILLION VND	3, 11, 12, 13, 15

OTHER PROGRAMS SEABANK PARTICIPATED IN

SUPPORT FOR PEOPLE/REGIONS AFFECTED BY STORMS IN 2025

Implementation details	Budget	SDGs
Nearly 6.2 billion VND in support was provided to people and SeABank employees severely affected nationwide (Northern, Central, and Central Highlands regions).	~6.2 BILLION VND	1, 11, 13

SUPPORT THE DEMOLITION OF TEMPORARY AND DILAPIDATED HOUSES

Implementation details	Budget	SDGs
SeABank coordinated the construction, repair, and handover of 856 solidarity houses to poor and near-poor households. The cumulative number of houses built/repaired nationwide by SeABank has reached nearly 1,800.	30 BILLION VND	1, 2, 3, 9, 11

STATE BANK OF VIETNAM SCHOLARSHIP

Implementation details	Budget	SDGs
Providing scholarships to outstanding students from disadvantaged backgrounds in the Finance and Banking sector.	160 MILLION VND	1, 2, 3, 4, 8, 10, 11

PRESERVING THE GREEN ENVIRONMENT AND MINIMIZING CARBON EMISSIONS

Recognizing environmental protection and carbon emission reduction as key objectives in its sustainable development strategy, SeABank implements comprehensive activities focusing on: Optimizing efficiency and using energy and resources economically; Reducing carbon emissions and greening operations; and Promoting green finance and circular economy activities.

Water and Electricity Resource Management

Principles and guidelines for managing electricity and water resources at SeABank:

- **Standardize the internal legal framework:** Establish a system of detailed regulations and guidelines on the efficient use of resources, applied uniformly throughout the system and its subsidiaries.
- **Establish a multi-tiered monitoring network:** Key departments (Engineering, Security, and Protection) coordinate closely to control equipment operation, ensuring continuity and transparency.
- **Maintain operational discipline:** Conduct daily periodic inspections and audits; identify and thoroughly address any wasteful practices or misuse of resources immediately upon occurrence.
- **Promoting a culture of frugality:** Implementing regular internal communication campaigns, especially during peak periods (hot season), to transform awareness into voluntary action among all employees.

Water and Wastewater Management

Objectives and measures for water and wastewater management:

- Manage water usage according to a limit of less than 30 liters/person/day for employees.
- Ensure a clean water supply for domestic use, meeting Vietnamese standards.
- Treat 100% of wastewater before discharging it into the environment, applying Vietnamese standards/ guidelines.

Results of implementation in 2025:

Average per capita water consumption:

~20 liters/employee/day

32% lower than the target

Water consumption per employee in 2025:

~7.5 m^3/employee

- **Clean water:** 100% of domestic water supply is guaranteed according to the Vietnamese Domestic Water Standard QCVN 01-1: 2018/BYT and the Ministry of Health's Domestic Water Supply Standard 6-1:2010/BYT.
- **Water consumption:** Domestic water consumption in 2025 will be approximately 20 liters/person/day, 32% lower than the target set, thanks to the promotion of four pillars: Standardizing the internal legal framework - Establishing a multi-tiered monitoring network - Maintaining operational discipline - Spreading a culture of water conservation. Specifically:
  - » Install water-saving devices: Equip restrooms with automatic shut-off faucets and dual-flush toilets.
  - » System maintenance: Regularly inspect and maintain the water supply and drainage system to detect and promptly address leaks, preventing resource loss.
  - » Raising awareness: Disseminating information and guidance on water conservation in the pantry and restroom areas, and improving staff awareness of proper water usage.
- **Wastewater discharge:** 100% of wastewater is treated before being discharged into the environment. Specifically, at the offices licensed to discharge wastewater into the environment and managed by SeABank, wastewater is monitored for indicators according to QCVN 14:2008/BTNMT every 3 months. Analysis results show that all parameters are lower than the permissible limits according to QCVN 14:2008/BTNMT (column B, k = 1.2).

Electricity Resource Management

Objectives and management measures:

- Electricity usage is managed according to quotas, measuring annual consumption per square meter of floor area (kWh/m^2/year).
- Establish energy consumption measurement standards for office environments based on specific regional weather conditions to serve as a basis for monitoring and evaluation.
- Conduct internal communication and raise awareness about regulations on safe and efficient electricity usage in accordance with Decision No. 5211/2021/QD-TGĐ.

Results of implementation in 2025

Electricity consumption per employee in 2025

1,385.7 kWh/employee

-0.22% YoY

Electricity consumption intensity by revenue

2.89 kWh/billion VND

-9.91% YoY

In 2025, energy efficiency indicators will show positive changes compared to 2024 thanks to the promotion of the following activities:

- **Switch to high-performance devices:**
  - » Replacement and selection of high-performance office equipment and energy-saving technologies. Details are presented in VII-6.4 of this Report.
  - » Implement strict electricity usage management at offices in accordance with Regulation No. 5211/2021/QD-TGĐ, thereby minimizing electricity costs and reducing the risk of fire and explosions in the office.
- **Operations management:**
  - » Disseminate information, regulations, and guidelines on energy-saving electricity usage at the headquarters and its affiliated units.
  - » Assign a focal point department (technical department, security supervisor, and security force) to monitor and control compliance with electricity usage regulations at the unit.
  - » Conduct daily inspections and patrols of electricity usage, promptly correcting cases of irrational electricity use such as: using electricity for personal devices of unknown origin/quality; plugging multiple devices into the same socket; not turning off computers, air conditioners, lights, etc.
  - » Internal communication and awareness campaigns regarding regulations/guidelines should be conducted, with particular emphasis on strengthening communication at the beginning of the hot season - the peak electricity consumption period.

Waste Management

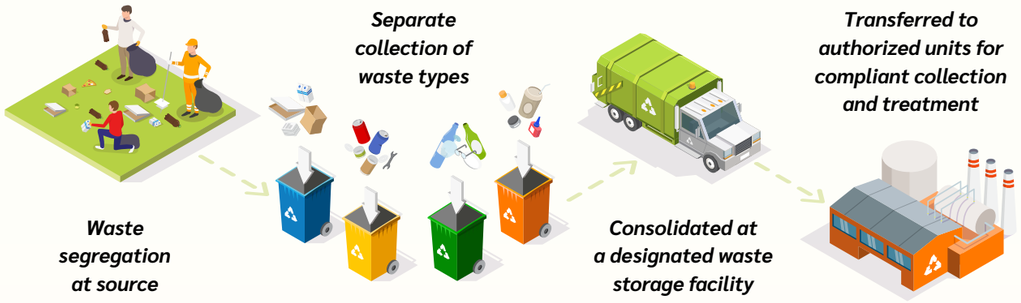
Objectives and management measures

- Standardizing waste management processes at the source, with the goal of converting 100% of waste bins to sorting bins.
- Reduce the volume of waste sent to landfills, increase recycling capacity, and instill waste sorting habits in all employees.

Implementation in 2025

- **Strengthen control and ensure compliance with waste disposal regulations**
  - » The SeABank office building currently does not have a communal canteen, so the amount of solid waste generated is negligible.
  - » Waste is collected and sorted at each building by licensed office cleaning service providers and waste collection and processing units, ensuring that waste is collected daily and processed according to proper procedures.
  - » Strengthen guidance and control over source-based waste sorting activities. Require and supervise sanitation staff and employees to comply with waste sorting regulations.
  - » Separate waste bins are provided in work areas for three types of waste: recyclable waste, household waste, and hazardous waste.

- **Waste collection process:**



- **Community activities:** Implementing a program to exchange recyclable waste (cardboard, packaging) for green plants, spreading awareness of green living through the "Waste Exchange for Gifts Day" program.

  - » **Implementing units:** SeAGreen Environmental Fund in collaboration with Hanoi Urban Environment Co. Ltd. (URENCO)
  - » **Time:** Regularly on the second Friday morning of each month (from June to November 2025)
  - » **Objective:** To disseminate and provide guidance on recycling knowledge. To raise awareness and understanding of environmental protection through practical actions.
  - » **Rules:** Employees and local residents collect and sort recyclable waste at the source. Participants bring their sorted recyclable waste (paper, cardboard, plastic, metal, etc.) to the program's booth to exchange it for green gifts such as: mini plants, eco-bags, environmentally friendly cleaning solutions, etc.
  - » **Results:** After 6 implementation phases, the program attracted nearly 2,500 participants from employees and residents in the area, collecting a total of over 3.6 tons of recyclable waste.

Phase 1: 272kg | **Phase 2:** 479kg | **Phase 3:** 516kg | **Phase 4:** 543kg | **Phase 5:** 577kg | **Phase 6:** 1247kg

Greenhouse gas emission management and reduction

Greenhouse Gas Emisssion Measurement

SeABank has identified three main areas of greenhouse gas (GHG) emissions, and then monitors and measures these emissions to develop appropriate control/reduction plans.

- **Scope 1:** Direct emissions from activities controlled/organized by the bank.
- **Scope 2:** Indirect emissions from energy consumption.
- **Scope 3:** Indirect emissions from sources not owned/controlled by SeABank.

Greenhouse gas emissions in 2025:

Direct emissions (Scope 1):

716 tCO_2eq

- SeABank's direct greenhouse gas (GHG) emissions are generated from the consumption of fuels (gasoline and diesel) used by vehicles under the Bank's ownership.

Indirect emissions (Scope 2):

4,957 tCO_2eq

-2.3% YoY

- SeABank's primary source of indirect GHG emissions (Scope 2) mainly arises from electricity consumption.
- SeABank applies the guidelines of the Intergovernmental Panel on Climate Change *(IPCC - Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories)* and uses Vietnam's national grid emission factors to calculate total GHG emissions for the reporting year.
- SeABank sources its electricity from EVN and does not engage in the purchase of renewable electricity (e.g., wind or solar power).

Unit of measurement:

- GHG emissions are expressed in tons of CO_2 equivalent (tCO_2eq).
- The gases included in the calculation: CO_2, CH_4, N_2O are converted to their equivalent tCO_2eq.

Calculation year: 2025

- Reason for selecting five locations: based on the legal regulations in Decree 06/2022/ND-CP dated January 7, 2022, on Regulations for mitigating GHG emissions and protecting the ozone layer.
- The context for any significant changes in emissions that lead to a recalculation of the base year's emissions: The state regulatory authority issues the new grid emission factor.
- The data source for the emission factors used is: the grid emission factors are referenced from document No. 1726/BĐKH-PTCBT dated December 3, 2024, on the announcement of the results of calculating the emission factors of Vietnam's power grid in 2023 (since the competent authority has not yet announced the grid emission factors for 2024 and 2025, SeABank uses the data from the most recent year as the basis for calculation).
- Emission consolidation methods include equity ownership, financial control, or operational control.
- Standards, methodologies, assumptions, and/or calculation tools used: Annual electricity consumption statistics for 2025 (excluding SeABank's subsidiaries and affiliated companies).

Standards and methodologies applied in greenhouse gas measurement:

- The proportion of GHG emissions according to the organization's index.
- The organization-specific index (denominator) is selected to calculate the ratio.
- The types of GHG emissions included in the reported ratio: electricity consumption.
- The gases included in the calculation, CO_2, CH_4 and N_2O, are converted to their equivalent tCO_2

Greenhouse gas emission reduction initiatives:

- SeABank issued its Sustainable Development Strategy under Decision No. 1497/2025/QD-HĐQT, setting out targets to reduce greenhouse gas emissions.
- Monitoring and measuring GHG emissions: issuing regulations on efficient energy resource use at the workplace to define energy efficiency indicators (BEI - electricity consumption index; COP - air conditioning efficiency index) to provide a basis for evaluating energy efficiency at SeABank.
- Reduce GHG emissions in the 1-2 range:
  - » Transition to the use of environmentally friendly equipment/fuels. Details are presented in Chapter VII-6.3 of this Report.
  - » Promoting "Digital Convergence," comprehensively digitizing operational processes and products/services. Details are presented in Chapter VII-6.3 of this Report.
  - » Building green living habits for employees through SeAGreen's environmental fund activities such as Citizen Week, SeAHero, Ocean Cleanup... Details are presented in Chapter VII-6.3 of this Report.

- Reduce GHG emissions on the scale of 3:
  - » Applying ESMS and integrating ESG into business operations, reducing lending to businesses in high-emission industries/sectors. Details are presented in Chapter III-3.7 and Chapter VII-3.2 of this Report.
  - » Priority will be given to partners and suppliers with green and sustainable practices in the Bank's procurement, supply, and business cooperation activities, in accordance with the Supplier Code of Conduct issued and published on the Bank's website.
  - » Promoting green living habits to the community and stakeholders through the SeAHero Kids program and the "Exchange Waste for Gifts" event. Details are presented in Chapter VII-6.3 of this report.

Greening operations and promoting a green lifestyle in banking activities

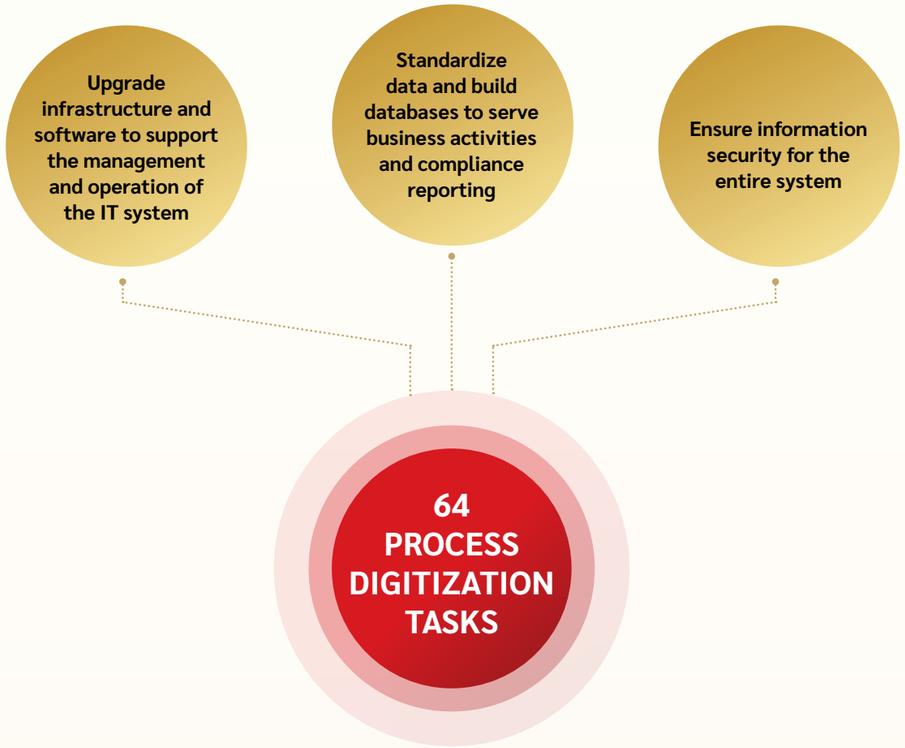
In line with its Green Banking strategy and net-zero emissions target, SeABank will implement greening measures in its internal operations by 2025. SeABank will accelerate process optimization and digitalization, prioritizing green procurement and the use of environmentally friendly office supplies. Some typical solutions include:

- **Digitalizing processes:** Promoting the modernization of technological infrastructure to optimize operations and reduce energy consumption. Enhancing the digitalization of operational processes and customer interactions, minimizing unnecessary document printing, and reducing reliance on physical resources.
- **Green Office:** Enhance monitoring of green material usage and energy saving in offices and headquarters. Implement a green transformation in daily office operations through the procurement and use of green materials and supplies, planting trees, etc.
- **Promoting a green lifestyle:** Encouraging environmentally friendly actions such as recycling, planting trees, using public transportation, and cleaning up the environment through various activities and movements implemented by the Bank and the SeAGreen Foundation.

These solutions not only help save costs but also contribute to reducing resource consumption, optimizing energy use, and reducing emissions.

Digitalizing operations, reducing paper and physical resource usage

In 2025, SeABank implemented 64 digitalization tasks to improve processes, focusing on three key areas:



Typical activities:

- Comprehensive upgrade and modernization of IT infrastructure at primary data centers (DCs) and disaster recovery centers (DRs) to optimize and improve energy efficiency.
- Invest in and upgrade network equipment, servers, storage, firewalls, and load balancing.
- Deploying high-speed WAN networks, SASE, and DWDM.
- Enhance virtualization and optimize system resource allocation.
- The New LOS system has been completed and put into operation on a new technology platform, implementing stable and efficient document flow processes, replacing the old LOS system, and saving annual operating costs.
- Reporting System: A new reporting system has been developed and implemented, replacing Temenos's reporting system, and continues to deliver significant results in reducing operating costs and improving data utilization.
- Data Warehouse Technology Transformation Model: Building and gradually transitioning from a batch data processing model with T-1 latency to a Realtime Data Warehouse (T0), enabling the aggregation and provision of data in real time as it arises from source systems. This model will support timely decision-making, enhance management reporting capabilities, and ensure the provision of accurate and complete data for compliance reports as required by relevant departments.

Details regarding investment and project implementation are presented in Section II-4, Investment and Project Implementation of the Annual Report.

Implementation effectiveness:

- Significantly reduce annual operating costs and licensing fees.
- Significantly reduces resource consumption for troubleshooting and indirect emissions.
- This contributes to significantly shortening transaction processing times, improving efficiency and customer experience. It also strengthens security layers, ensuring the safety of users' information and assets.
- Reducing reliance on over-the-counter transactions helps optimize resources and improve overall service quality.

IT system readiness level

~100%

Number of IT incidents affecting operations

-60%

Paper consumption at the Head Office

9,678 reams

(Achieved the goal of <10,000 reams)

Paper consumption/revenue:

-7.57% YoY

**Paper consumption at Head Office*

Green Office - Reducing Emissions from Office Activities

GREEN BUILDINGS AND SMART BUILDINGS:

The shift to a green building model combined with smart building solutions is a strategic step to optimize operations in line with green banking principles, while also protecting the health of employees.

Target:

- Emission reduction: Aim to reduce energy and water consumption by at least 10-20% compared to typical office buildings.
- Optimize performance: Automate operational processes, minimize human error, and extend equipment lifespan.
- Improving the working environment: Ensuring good air quality, natural light, and planting greenery in the office helps improve employee efficiency and health.

Implementation in 2025:

- Prioritize locating your headquarters or leasing office space in office buildings that have received international green building certifications:
  - » Focus on standards such as LEED (USA), LOTUS (Vietnam), and especially EDGE (IFC - World Bank).
  - » There are 2 office buildings that have received green certification:
    - *EDGE: Head office at BRG Tower, 198 Tran Quang Khai (Hanoi). Accordingly, a minimum 20% reduction in the use of sustainable energy, water, and materials is required.*
    - *LEED (Silver): SeABank Lang Ha office building at Diamond Park Plaza, 16 Lang Ha (Hanoi). LEED is a popular international standard for green buildings with many requirements for carbon reduction, resource reuse, and performance optimization.*
- Applying smart technology in building operations:
  - » ***Smart sensor system:*** Install motion sensors and presence sensors in low-traffic areas such as hallways, restrooms, and meeting rooms. Lights and air conditioning will automatically turn off when no one is present and automatically turn on when someone is using them.
  - » ***Natural light-based lighting:*** The automatic curtain and lighting system adjusts its intensity based on the level of sunlight outside, maintaining standard brightness while saving energy.
  - » ***Centralized Management System (BMS):*** Integrates all electrical, water, and fire safety systems into a single centralized management software. This system allows for automatic shutdown of all office electrical equipment after 6 PM (except for priority areas), preventing users from forgetting to turn off devices at the end of the workday.

PROCUREMENT AND MANAGEMENT OF EQUIPMENT, FACILITIES, AND OFFICE SUPPLIES:

Objective: To create a green, clean, and beautiful office environment, prioritizing the purchase and use of recyclable and reusable items, while also saving paper and ink.

Implementation in 2025

- **A green, clean, beautiful, and environmentally friendly office**
  - » 100% equipped with air purifiers, ventilation systems, and fresh air filtration to remove dust, bacteria, and pollutants.
  - » Planting greenery in the office.
  - » The window design optimizes the use of natural light.
  - » Installing variable frequency drives (VFDs) for high-power ventilation fans in buildings managed by SeABank.
  - » Use glass water bottles and water dispensers in the office instead of disposable plastic water bottles.
  - » Manage the use of office supplies and utilities according to established limits.
- **Save paper and ink from printing operations**
  - » Promote the application of digital signatures and electronic documents, and limit the printing of unnecessary documents.
  - » Set the default to double-sided printing for office printers. Reusing single-sided paper is encouraged for internal use.
  - » Enhance the exchange and sending/ receiving of documents through email systems and internal management software (SeAOffice, SeAPurchase, etc.).
  - » The results show that the amount of printing paper consumed (at the Head Office) as a percentage of revenue decreased by 7.57% compared to 2024.

SWITCH TO NEW APPLIANCES, PRIORITIZING ENERGY-EFFICIENT TECHNOLOGIES

During the recent period, the office has focused on reviewing and replacing old, energy-intensive equipment with high-efficiency equipment, specifically:

- Upgrade the electrical system and reduce losses during use: Upgrade the conductor cross-section and installation quality to avoid generating heat energy along the power lines.
- 100% of equipment (air conditioners, elevators, generators, etc.) is regularly maintained in accordance with legal regulations and manufacturer's specifications to ensure optimal performance and fuel and electricity efficiency.
- Strengthen supervision and communication to ensure that electrical equipment is used for its intended purpose and within its designed power capacity in the workplace.

100%

replacement of traditional lighting systems with energy-saving LED lights in the construction of the new office building

Eliminate 100%

of traditional light bulbs in operations

Choose office equipment with energy efficiency ratings

CSPF>4

100%

replacement of existing air conditioners with environmentally friendly R32 and R410A inverters for the new headquarters construction

PLAN TO ACCELERATE THE "GREENING" OF OPERATIONS BY 2030

In the next phase, SeABank continues to identify energy and resource conservation and environmental protection as a regular, long-term task, with the following key solutions:

- Replace and modernize equipment systems, prioritizing energy-saving and environmentally friendly technologies, aiming for 100% of equipment to achieve CSPF > 4.
- Continue to issue, adjust, and strengthen compliance monitoring for regulations on energy conservation, resource management, and environmental protection.
- Enhance the awareness and responsibility of employees, and research and apply a model that links resource saving targets to performance evaluations and rewards.
- Step-by-step research and implementation of green operating solutions, in line with the orientation and objectives set out in the Sustainable Development Strategy under Decision No. 1497/2025/QD-HĐQT, and the objectives for each period.
- Prioritize searching for green-certified locations when opening new offices or relocating headquarters (LEAD, EDGE, LOTUS, etc.).
- Develop data-driven application models to predict energy, water, and resource demand, optimizing supply. Predict equipment failures before they occur, reducing downtime.
- Collaborating with partners committed to environmental and social responsibility, ensuring compliance with the Supplier Code of Conduct published on the Bank's website, and guaranteeing the entire supply chain adheres to sustainability standards.
- Develop plans and scenarios, adaptation strategies for climate change and risks, disaster response, and risk insurance.

Spreading a green lifestyle throughout the Bank

With its focus on green banking, SeABank actively cultivates "green living" habits among its employees through small daily actions, while also spreading this green lifestyle to stakeholders through meaningful programs.

ACHIEVE THE GOAL OF PLANTING 1 MILLION TREES AHEAD OF SCHEDULE

Objective:

11 13 15

By 2030, complete the planting of 1 million trees

Actual achievement:

The goal of planting 1 million trees by 2025 was completed ahead of schedule, 5 years earlier than planned.

- **Implementing unit:** SeAGreen Fund of SeABank
- **Purpose:** To respond to the "Plant 1 Billion Trees" project launched by the Prime Minister, to restore and protect ecosystems, reduce the impact of climate change, and improve livelihoods for local people.
- **Implementation in 2025:** Plant and donate over 670,000 trees to 112 households in Ha Tinh province whose forest areas were damaged by storms and floods, completing the goal of planting 1 million trees.

PROMOTING A GREEN LIFESTYLE

Green program	Content	Contribution to the community	SDGs
SEAHERO Green life	Launching a movement to encourage the use of green transportation such as public buses, trains, bicycles, or walking to work daily. Participating employees are required to submit check-in photos when using green transportation and post them on their personal pages, gradually forming green living habits and spreading awareness of environmental responsibility.	**RAISING AWARENESS, CREATING HABITS**	3 11 13

** Bảng tham chiếu các mục tiêu phát triển bền vững (SDGs) tại trang 266 của báo cáo này*

Believe

Green program	Content	Contribution to the community	SDGs
SEAHERO KIDS Save the planet	The program, designed for the children of SeABank employees, encourages them to participate in sorting recyclable waste and exchange it at SeABank's affiliated collection points. After each participation and photo check-in, children are recognized for their achievement and receive corresponding eco-friendly gifts. The 25-week program helps SeABank's young generation cultivate a sense of environmental responsibility.	**RAISING AWARENESS, CREATING HABITS**	4 11 12 13

Green program	Content	Contribution to the community	SDGs
Ngày hội ĐỔI RÁC LẤY QUÀ	This community program, a collaboration between SeABank and Hanoi Urban Environment Company Limited (URENCO), aims to encourage the collection and sorting of recyclable waste (paper, plastic, metal, etc.) in exchange for environmentally friendly gifts. • There will be **6** gift exchange periods from June to November 2025. • Approximately **2,500** employees and citizens participated. • **>3.6** tons of recyclable waste were collected.	**RAISING AWARENESS, CREATING HABITS**	11 12 13

Green program	Content	Contribution to the community	SDGs
Ocean CLEANUP 2025	Implemented in 11 provinces and cities, including: Quang Ninh, Quang Nam, Hai Phong, Nha Trang, Vung Tau, Thai Binh, Nam Dinh, Nghe An, Thanh Hoa, Ho Chi Minh City, and Da Nang. Main activities include: cleaning up beaches, placing environmental protection awareness signs, donating public trash cans to tourist beach areas, and providing biodegradable bags to ferry terminals with high tourist traffic.	**224** MILLION VND **31%** compared to 2024	11 12 14

Green program	Content	Contribution to the community	SDGs
TUẦN LỄ CÔNG DÂN CITIZENS' WEEK	The program implements a series of activities focusing on: • Providing assistance to mitigate damage caused by natural disasters, storms, and floods in many provinces and cities across the country; • Practice a green lifestyle - plant trees, clean up litter, reduce single-use plastics; • Donate blood, give the gift of life.	~1 BILLION VND	3 11 12 13 15

Transparency and public disclosure of information on the social environment:

SeABank has published its ESMS policy on its website https://www.seabank.com.vn/ and established a mechanism for receiving and processing complaints via email at contact@seabank.com.vn and hotline 1900 555 587.

Details regarding regulations and procedures for receiving reports, comments/complaints related to the socio-environment are presented in V-3.2. Reports, complaints/questions related to socio-environment policies of this Report).

In 2025, SeABank did not receive any negative feedback from stakeholders (community, customers, employees, etc.) regarding SeABank's operations or the projects/ activities of its customers that SeABank sponsored.

Annually, SeABank submits a report on its implementation of environmental and social risk management to the State Bank of Vietnam and international partners for evaluation of management effectiveness.

Believe

ACTION PLAN TOWARDS COMPREHENSIVE SUSTAINABLE DEVELOPMENT GOALS

Focus of Sustainable Development in 2025

1. Suitability	• Integrate sustainable development into all aspects of business operations. • Continue to support the Vietnamese government in its goal of achieving net-zero by 2050, especially in the field of green finance.
2. Impact	• **Integrating environmental and social risk management into business:** Improving the ESMS to enhance the ability to screen and assess environmental and social risks of projects and proposals when investing or granting credit. Ensuring that projects with negative impacts on the environment or community are not financed. • **Digitalization and improved operational efficiency:** Completing digitalization and enhancing digital banking solutions to save resources (paper, fuel, electricity). Launching a new generation mobile application to help customers transact quickly and minimize environmental impact. • **Resource and waste management:** Reduce solid waste generated from the Bank's operations compared to 2024. Enhance the use of green materials and energy-saving measures at existing and newly opened offices and branches.

3. Client	• Continuously improve products and processes to increase value and enhance customer experience. • Promoting green and clean credit growth, aimed at sustainable development for the Bank and the community: Focusing on renewable energy projects; projects/ products included in the Green Classification List according to Decision No. 21/2025/QD-TTg of the Prime Minister. • Gradually reduce outstanding loans to industries with a high risk of pollution each year (for example, mining decreased from 2.1% in 2022 to 1.4% and 1.3% in 2023 and 2024, respectively). • Financial solutions for female customers include: financial products for women-owned businesses and female entrepreneurs, and loan products for female customers through local Women's Union branches. • Credit for low-income earners: revise some loan products to expand access to low-income customers.
4. Stakeholders	• **Strengthen engagement:** Hold regular customer conferences and dialogues to better understand the needs and desires of all stakeholders. • **Community activities:** Organizing fundraising runs for community initiatives, carrying out meaningful social activities through 4 internal charitable funds. • **Greening Project**: Participate in planting over 670,000 trees by 2025 to protect the environment. • **Supply chain support:** Developing supply chain financing products and facilitating credit access for small-scale suppliers. • **Building a work environment:** A safe and fair work environment with comprehensive benefits policies that encourage creativity and long-term employee commitment.
5. Management and Goal Setting	• **Strategy for the period 2025-2030:** To orient the bank into a leading sustainable financial institution, aligned with national goals regarding the environment and society. • **Improve governance efficiency**: Utilize technology to manage credit risk, ensuring the capital adequacy ratio (CAR) remains above 12%.
6. Transparency and Accountability	• **Information disclosure:** Updating ESG reports according to international standards (GRI, TCFD), ensuring that information is publicly available, transparent, and timely. • **Internal training:** Organized a training course on "Guidelines for Environmental, Social, and ESG Risk Evaluation Procedures" for over 400 sales and management staff in the Corporate Banking sector across the entire system.

Plan for implementing orientations and strategies on Sustainable Development

Based on the objectives and strategic direction of sustainable development detailed in the Sustainable Development Strategy and Direction (Pages 36-39 of this Report), SeABank proposes the following implementation plans:

SHORT-TERM PLAN (2025-2026):

Plan	Implementation details
Focus on operational efficiency	• Maintain the rate of loans screened and assessed for socio-economic risks at SeABank at 100%. • Evaluate the effectiveness of new ESMS and improve it if necessary, ensuring that the socio-environmental risks of complex projects with high potential socio-environmental risks are assessed, and hiring independent experts to assist in the evaluation when necessary. • Green credit growth aims to increase to 5% of total outstanding credit by 2030.
Developing human resources ready to meet objectives	• Build a respectful, cohesive, and equitable work environment. • Focus on training and employee benefits to develop, attract, and retain talent. • To become the leading bank in organizational culture, enhancing employee engagement and performance.
Developing prosperous and happy communities	• Continue implementing educational projects: maintain the SeADreams Fund, with two main activities: carrying out charitable activities in many provinces/cities nationwide and raising funds to support the SeAGreen Fund & the SeADreams Scholarship Fund. • Continue poverty alleviation efforts: focus on eliminating temporary and dilapidated housing, donating houses, and providing support to the poor through government programs. • Continuing environmental projects: The SeAGreen Foundation continues its programs to raise awareness of environmental protection; participating in tree planting activities with the goal of planting 1 million trees before 2028.
Supporting vulnerable customer groups	• Support and improve access to finance for women-owned businesses, female customers, and vulnerable customers. In particular, enhance capacity and provide non-financial support through the SeAPower Club (number of women-owned businesses to increase by 150% by 2025, credit outstanding to grow by 120%). • Building the SeABank brand into a "trusted destination for women-owned businesses," the bank has initially been honored at the prestigious UN Women award in the category of "Gender Equality in the Market."
Enhancing transparent and sustainable governance	• Implementing ESG training courses to raise awareness among all employees. In 2025, SeABank organized a course on "Guidance on the process of assessing environmental, social, and ESG risks" for more than 400 sales and management staff in the corporate banking sector across the entire system. • Strengthen the application of international standards in reporting implementation.

LONG-TERM PLAN TO 2030

4/ SHAPING SUCCESS

2025 FINANCIAL REPORT

TRANSACTION POINT NETWORK

AGENT BANKING NETWORK

TRANSACTIONS

THE BANK'S INFORMATION

ESTABLISHMENT AND OPERATION LICENCE	**No. 0051/NH-GP dated 25 March 1994.** The Establishment and Operation Licence was issued by the State Bank of Vietnam ("the SBV") for a period of 99 years from the date of the licence with the latest amendment pursuant to the Decision No. 2206/QĐ-NHNN dated 28 May 2025.	
ENTERPRISE REGISTRATION CERTIFICATE	**No. 0200253985** initially issued by the Department of Planning and Investment of Hanoi City (now the Department of Finance of Hanoi City) on 14 January 2005 with the latest (38th) amendment issued on 7 June 2024.	
BOARD OF DIRECTORS ("BOD")	Mr. Le Van Tan	Chairman
	Ms. Nguyen Thi Nga	Permanent Vice Chairwoman
	Ms. Le Thu Thuy	Vice Chairwoman
	Ms. Khuc Thi Quynh Lam	Vice Chairwoman
	Mr. Fergus Macdonald Clark	Independent member
	Mr. Matthew Sander Hosford	Independent member *(appointed on 25/04/2025)*
	Mr. Mathew Nevil Welch	Member
	Ms. Tran Thi Thanh Thuy	Member
BOARD OF SUPERVISION	Mr. Nguyen Ngoc Quynh	Chief Supervisor
	Ms. Vu Thi Ngoc Quynh	Member
	Mr. Nguyen Thanh Luan	Designated member
	Ms. Vu Thu Thuy	Designated member
	Mr. Luong Duy Dong	Member
BOARD OF MANAGEMENT	Mr. Le Quoc Long	General Director
	Ms. Nguyen Thi Thu Huong	Deputy General Director
	Mr. Nguyen Tuan Cuong	Deputy General Director
	Mr. Vu Dinh Khoan	Deputy General Director
	Ms. Dang Thu Trang	Deputy General Director
	Mr. Hoang Manh Phu	Deputy General Director
	Mr. Nguyen Hong Quang	Deputy General Director
	Mr. Nguyen Tuan Anh	Deputy General Director
	Mr. Bui Quoc Hieu	Deputy General Director *(appointed on 11/01/2025)*
	Mr. Le Thanh Hai	Deputy General Director *(appointed on 11/01/2025 and resigned on 26/01/2026)*
LEGAL REPRESENTATIVE	Mr. Le Van Tan	Chairman
REGISTERED OFFICE	BRG Tower Building, 198 Tran Quang Khai Street, Hoan Kiem Ward, Hanoi City, Vietnam	
AUDITOR	PwC (Vietnam) Limited	

STATEMENT OF THE BOARD OF MANAGEMENT

Statement of responsibility of the Board of Management of the Bank in respect of the consolidated financial statements

The Board of Management of Southeast Asia Commercial Joint Stock Bank ("the Bank") is responsible for preparing consolidated financial statements which give a true and fair view of the consolidated financial position of the Bank and its subsidiary as at 31 December 2025, the consolidated financial performance and the consolidated cash flows of the Bank and its subsidiary for the year then ended. In preparing the consolidated financial statements, the Board of Management is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the consolidated financial statements on a going-concern basis unless it is inappropriate to presume that the Bank and its subsidiary will continue in business.

The Board of Management is responsible for ensuring that appropriate accounting records are kept which disclose, with reasonable accuracy at any time, the consolidated financial position of the Bank and its subsidiary and enable consolidated financial statements to be prepared which comply with the basis of accounting set out in Note 2 to the consolidated financial statements. The Board of Management is also responsible for safeguarding the assets of the Bank and its subsidiary and hence for taking reasonable steps for the prevention and detection of fraud or error.

Approval of the consolidated financial statements

We hereby, approve the accompanying consolidated financial statements as set out on pages 5 to 74, which give a true and fair view of the consolidated financial position of the Bank and its subsidiary as at 31 December 2025, the consolidated financial performance and the consolidated cash flows of the Bank and its subsidiary for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on the preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam.

The Legal Representative has authorised Mr. Le Quoc Long, General Director of the Bank to approve and sign the consolidated financial statements for the year ended 31 December 2025 as per Power of Attorney dated 30 October 2025.

On behalf of the Board of Management

M.S.D.N: 0200253985 - C.T.C.P
NGÂN HÀNG THƯƠNG MẠI CỔ PHẦN ĐÔNG NAM Á
THÀNH PHỐ HÀ NỘI

Le Quoc Long
General Director

Hanoi, SR Vietnam
6 March 2026

INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK

We have audited the accompanying consolidated financial statements of Southeast Asia Commercial Joint Stock Bank ("the Bank") which were prepared on 31 December 2025, and approved by the Board of Management of the Bank on 6 March 2026. The consolidated financial statements comprise the consolidated statement of financial position as at 31 December 2025, the consolidated income statement, the consolidated cash flow statement for the year then ended, and explanatory notes to the consolidated financial statements including significant accounting policies, as set out on pages 5 to 74.

The Board of Management's Responsibility

The Board of Management of the Bank is responsible for the preparation and the true and fair presentation of these consolidated financial statements of the Bank and its subsidiary in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on the preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam, and for such internal control which the Board of Management determines is necessary to enable the preparation and presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express a conclusion on the consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical standards and requirements and plan and perform the audit in order to obtain reasonable assurance as to whether the consolidated financial statements of the Bank and its subsidiary are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including an assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Bank and its subsidiary's preparation and true and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank and its subsidiary's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Bank and its subsidiary as at 31 December 2025, the consolidated financial performance and the consolidated cash flows of the Bank and its subsidiary for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on the preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam.

Other Matters

The consolidated financial statements of the Bank and its subsidiary for the year ended 31 December 2024 were audited by another audit company whose independent auditor's report dated 10 March 2025 expressed an unqualified audit opinion.

The independent auditor's report is prepared in Vietnamese and English. Should there be any conflict between the Vietnamese and English versions, the Vietnamese version shall take precedence.

For and on behalf of PwC (Vietnam) Limited

Do Duc Hau
Audit Practising Licence:
2591-2023-006-1
Authorised signatory

Dang Thai Son
Audit Practising Licence:
4668-2023-006-1

Report reference number: HAN 4258
Ho Chi Minh City, 6 March 2026

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

		Note	As at 31/12/2025 VND million	As at 31/12/2024 VND million
A.	**ASSETS**			
I	**Cash on hand, gold, silver, precious stones**	3	**1,040,608**	**963,723**
II	**Balances with the State Bank of Vietnam ("SBV")**	4	**24,472,475**	**11,299,668**
III	**Placements with and loans to other credit institutions**		**91,446,961**	**70,243,963**
1	Placements with other credit institutions	5.1	91,266,961	67,919,703
2	Loans to other credit institutions	5.2	180,000	2,324,260
IV	**Trading securities**		**11,444,995**	**8,866,716**
1	Trading securities	6.1	11,457,635	8,868,966
2	Provision for losses on trading securities	6.5	(12,640)	(2,250)
VI	**Loans to customers**	7	**233,780,410**	**206,073,210**
1	Loans to customers		237,047,100	209,354,643
2	Provision for losses on loans to customers		(3,266,690)	(3,281,433)
VII	**Investment securities**		**25,442,298**	**19,632,455**
1	Available-for-sales investment securities	8.1	25,505,427	17,555,894
2	Held-to-maturity investment securities	8.2	50,458	2,427,019
3	Provision for losses on investment securities	8.6	(113,587)	(350,458)
VIII	**Long-term investments**	9	**59,070**	**62,069**
4	Other long-term investments		59,070	62,432
5	Provision for losses on long-term investments		-	(363)
IX	**Fixed assets**		**1,489,344**	**1,367,030**
1	Tangible fixed assets	10.1	512,464	488,465
a	*Historical cost*		*1,193,919*	*1,091,952*
b	*Accumulated depreciation*		*(681,455)*	*(603,487)*
3	Intangible fixed assets	10.2	976,880	878,565
a	*Historical cost*		*1,337,853*	*1,163,201*
b	*Accumulated amortisation*		*(360,973)*	*(284,636)*
X	**Investment properties**		**76,960**	**54,010**
a	*Historical cost*		*86,904*	*62,778*
b	*Accumulated amortisation*		*(9,944)*	*(8,768)*
XI	**Other assets**		**7,190,010**	**7,136,004**
1	Other receivables	11.1	1,642,097	2,202,813
2	Fee and interest income receivables	11.2	3,091,938	2,581,613
4	Other assets	11.3	2,485,228	2,380,855
5	Provisions for losses on other assets	11.5	(29,253)	(29,277)
	TOTAL ASSETS		**396,443,131**	**325,698,848**

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

(CONTINUED)

		Note	As at 31/12/2025 VND million	As at 31/12/2024 VND million
B.	**LIABILITIES AND EQUITY**			
I	**Borrowings from the Government and the SBV**	12	**20,819,380**	**2,064,483**
1	Deposits and borrowings from the Government, the SBV		20,819,380	2,064,483
II	**Placements and borrowings from other credit institutions**		**107,281,006**	**85,303,651**
2	Placements from other credit institutions	13.1	85,299,617	55,895,146
	Borrowings from other credit institutions	13.2	21,981,389	29,408,505
III	**Deposits from customers**	14	**191,807,215**	**168,320,164**
IV	**Derivative financial instruments and other financial liabilities**	15	**260,398**	**303,574**
V	**Capital financed or entrusted for investments and borrowings that the Bank bears risk**		**-**	**1,020**
VI	**Valuable papers in issue**	16	**29,984,050**	**30,450,200**
VII	**Other liabilities**		**5,918,488**	**4,252,901**
1	Fee and interest expense payables	17.1	3,997,234	2,922,277
3	Other liabilities	17.2	1,921,254	1,330,624
	TOTAL LIABILITIES		**356,070,537**	**290,695,993**
VIII	**EQUITY**	18	**40,372,594**	**35,002,855**
1	Capital		28,453,167	28,353,167
a	*Charter capital*		*28,450,000*	*28,350,000*
b	*Share premium*		*3,167*	*3,167*
2	Funds of credit institution		3,701,252	2,666,271
5	Undistributed earnings		8,218,175	3,983,417
	TOTAL EQUITY		**40,372,594**	**35,002,855**
	TOTAL LIABILITIES AND EQUITY		**396,443,131**	**325,698,848**

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

(CONTINUED)

OFF CONSOLIDATED STATEMENT OF FINANCIAL POSITION ITEMS

		Note	As at 31/12/2025 VND million	As at 31/12/2024 VND million
2	Foreign exchange transactions commitments			
	Buying foreign currency commitments	*35*	*1,884,164*	*355,614*
	Selling foreign currency commitments	*35*	*525,072*	*863,634*
	Swap commitments - outbound (foreign currencies and VND)	*35*	*132,698,971*	*87,067,580*
	Swap commitments - inbound (foreign currencies and VND)	*35*	*132,861,185*	*87,049,229*
4	Cam kết trong nghiệp vụ L/C	35	7,591,049	2,228,158
5	Bảo lãnh khác	35	14,175,422	8,516,675
6	Các cam kết khác	35	13,413,700	13,106,548
7	Lãi cho vay và phí phải thu chưa thu được	36.1	2,365,359	3,370,203
8	Nợ khó đòi đã xử lý	36.2	15,883,819	14,056,505
9	Tài sản và chứng từ khác	36.3	1,275,085	1,378,227

6 March 2026

Prepared by:	Reviewed by:	Approved by:
Nghiem Thi Thu Nga	**Nguyen Thi Hoai Phuong** Chief Accountant	**Le Quoc Long** General Director

CONSOLIDATED INCOME STATEMENT

		Note	For the year ended 31/12/2025 VND million	For the year ended 31/12/2024 VND million
1	Interest and similar income	19	24,569,893	20,716,605
2	Interest and similar expenses	20	(14,866,059)	(10,750,195)
I	**Net interest income**		**9,703,834**	**9,966,410**
3	Fee and commission income	21	1,060,108	1,349,283
4	Fee and commission expenses	22	(334,824)	(237,588)
II	**Net fee and commission income**		**725,284**	**1,111,695**
III	**Net gain from dealing in foreign currencies**	23	**427,634**	**570,581**
IV	**Net gain/(loss) from trading of trading securities**	24	**217,406**	**(172,141)**
V	**Net gain from trading of investment securities**	25	**268,721**	**321,407**
5	Other income		359,856	802,566
6	Other expenses		(210,073)	(192,964)
VI	**Net other income**	26	**149,783**	**609,602**
VII	**Income from investments in other entities**	27	**2,621,028**	**1,445**
VIII	**General and administrative expenses**	28	**(4,659,453)**	**(4,130,218)**
IX	**Operating profit before provisions for credit losses**		**9,454,237**	**8,278,781**
X	**Provisions for credit losses**	29	**(2,585,848)**	**(2,239,382)**
XI	**Profit before tax**		**6,868,389**	**6,039,399**
7	Corporate income tax ("CIT") - current		(1,358,850)	(1,223,373)
8	CIT - deferred		-	-
XII	**CIT expenses**	30	**(1,358,850)**	**(1,223,373)**
XIII	**Profit after tax**		**5,509,539**	**4,816,026**
	Attributable to:			
	Shareholders of the Bank		**5,509,539**	**4,816,026**
	Non-controlling interests		-	-
XV	**Basic earnings per share (VND/share)**	18(c)	**1,880**	**1,616**
	Diluted earnings per share (VND/share)	18(d)	**1,880**	**1,616**

6 March 2026

Prepared by:	Reviewed by:	Approved by:
Nghiem Thi Thu Nga	**Nguyen Thi Hoai Phuong** Chief Accountant	**Le Quoc Long** General Director

CONSOLIDATED CASH FLOW STATEMENT

(Direct method)

		Note	For the year ended 31/12/2025 VND million	For the year ended 31/12/2024 VND million
	CASH FLOWS FROM OPERATING ACTIVITIES			
01	Interest and similar income received		23,991,091	21,453,849
02	Interest and similar expenses paid		(13,776,340)	(11,571,384)
03	Net fee and commission income received		671,465	1,109,034
04	Net amount received from operating activities (foreign currency, gold, silver and securities)		687,280	973,318
05	Other income		11,701	16,762
06	Recovery of written-off loans	26	136,089	592,417
07	Payments to employees and for administrative expenses		(4,018,666)	(3,990,812)
08	CIT paid during the year	33	(1,331,130)	(966,506)
	NET CASH FLOWS FROM OPERATING ACTIVITIES BEFORE CHANGES IN WORKING CAPITAL		**6,371,490**	**7,616,678**
	Changes in operating assets			
09	Decrease in placements with and loans to other credit institutions		2,144,260	566,290
12	Increase in trading of securities		(10,243,695)	(4,112,640)
13	Increase in loans to customers	7.8	(32,007,568)	(29,602,750)
14	Utilisation of provision for credit losses		(2,095,803)	(1,935,968)
	Decrease in other operating assets		112,992	5,093,622
	Changes in operating liabilities			
15	Increase/(decrease) in borrowings from the Government and the SBV		18,754,897	(474,154)
16	Increase in placements and borrowings from other credit institutions		24,503,025	18,605,613
17	Increase in deposits from customers		23,487,198	23,480,158
18	(Decrease)/increase in valuable papers in issue		(466,150)	13,604,100
20	(Decrease)/increase in derivative financial instruments and other financial liabilities		(43,176)	196,443
21	Decrease in other operating liabilities		(94,230)	(86,921)
I	**NET CASH FLOWS FROM OPERATING ACTIVITIES**		**30,423,240**	**32,950,471**

CONSOLIDATED CASH FLOW STATEMENT *(CONTINUED)*

(Direct method)

		Note	For the year ended 31/12/2025 VND million	For the year ended 31/12/2024 VND million
	CASH FLOWS FROM INVESTING ACTIVITIES			
01	Purchases of fixed assets		(315,008)	(236,866)
02	Proceeds from disposals of fixed assets		11,298	423
05	Proceeds from disposals of investment properties		63,710	8,403
08	Proceeds from investments in other entities	27	4,300,000	-
09	Dividends and shares of profits received from long-term investments in other entities		13,710	1,445
II	**NET CASH FLOWS FROM INVESTING ACTIVITIES**		**4,073,710**	**(226,595)**
	CASH FLOWS FROM FINANCING ACTIVITIES			
01	Proceeds from share issuance	18.1	100,000	-
III	**NET CASH FLOWS FROM FINANCING ACTIVITIES**		**100,000**	**-**
IV	**NET INCREASE IN CASH AND CASH EQUIVALENTS**		**34,596,950**	**32,723,876**
V	**CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR**	31	**82,183,094**	**49,459,218**
VII	**CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR**	31	**116,780,044**	**82,183,094**

6 March 2026

Prepared by:	Reviewed by:	Approved by:
Nghiem Thi Thu Nga	**Nguyen Thi Hoai Phuong** Chief Accountant	**Le Quoc Long** General Director

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

1 GENERAL INFORMATION

Southeast Asia Commercial Joint Stock Bank ("the Bank") is a commercial joint stock bank registered in the SR Vietnam pursuant to the Establishment and Operation Licence No. 0051/NH-GP dated 25 March 1994 issued by the State Bank of Vietnam ("the SBV") for a period of 99 years from the date of the licence. The Establishment and Operation Licence has been amended several times with the latest amendment pursuant to the Decision No. 2206/QĐ-NHNN dated 28 May 2025. Pursuant to the latest amendment of the Establishment and Operation Licence, the Bank's charter capital is VND28,450 billion.

The Enterprise Registration Certificate No. 0200253985 dated 14 January 2005 was initially issued by the Department of Planning and Investment of Hanoi City (now the Department of Finance of Hanoi City) with the latest (38th) amendment issued on 7 June 2024.

The Bank is listed on the Ho Chi Minh City Stock Exchange with stock trading code SSB.

The principal activities of the Bank are to mobilise and receive short, medium and long-term deposits from organisations and individuals; to grant short, medium and long-term loans to organisations and individuals based on the nature and capabilities of the Bank's capital resources; to provide settlement services, treasury services and other banking services in accordance with the SBV's approval; to invest in other entities and in bonds; and to trade foreign currencies in accordance with the laws and regulations.

The Bank's Head Office is located at BRG Tower Building, 198 Tran Quang Khai Street, Hoan Kiem Ward, Hanoi City, Vietnam. As at 31 December 2025 and as at 31 December 2024, the Bank had 1 Head Office, 1 representative office, 49 branches and 132 transaction offices nationwide. The Bank does not have representative office, branch or transaction office outside of Vietnam.

As at 31 December 2025, the Bank and its subsidiary had 5,427 employees (as at 31 December 2024: 5,557 employees).

As at 31 December 2025, the Bank had 1 subsidiary (as at 31 December 2024: 2 subsidiaries). Details were as follows:

No.	Name	Enterprise Registration Certificate/Operation Licence	Principal activities	31.12.2025		31.12.2024	
				% of owner-ship	% of voting rights	% of owner-ship	% of voting rights
1	SeABank Asset Management Company Limited	No. 0103099985 dated 16 December 2008 issued by the Department of Planning and Investment of Hanoi City (now the Department of Finance of Hanoi City) with the latest amendment dated 10 December 2024.	Debt management and asset exploitation	100%	100%	100%	100%
2	Post and Tele-communication Finance Company Limited (until 3 February 2025)	No. 96/GP-NHNN dated 28 September 2018 and amended pursuant to the Decision No. 50/QĐ-NHNN dated 9 January 2023 of the Governor of the SBV.	Consumer finance	-	-	100%	100%

Disclosure of information comparability in the consolidated financial statements

The comparative figures in the consolidated financial statements are the figures of the audited consolidated financial statements for the year ended 31 December 2024.

2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

2.1 Basis of preparation of consolidated financial statements

The consolidated financial statements have been prepared in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on the preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam. The consolidated financial statements have been prepared under the historical cost convention.

The accompanying consolidated financial statements are not intended to present the financial position and the financial performance and the cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam. The accounting principles and practices utilised in Vietnam may differ from those generally accepted in countries and jurisdictions other than Vietnam.

The consolidated financial statements in the Vietnamese language are the official statutory consolidated financial statements of the Bank and its subsidiary. The consolidated financial statements in the English language have been translated from the Vietnamese version.

2.2 Financial year

The Bank and its subsidiary's financial year is from 1 January to 31 December.

2.3 Currency

The Bank and its subsidiary's accounting currency is Vietnamese Dong ("VND" or "Dong"). The consolidated financial statements are measured and presented in million Vietnamese Dong ("VND million" or "million Dong"), rounded to the nearest million. The Bank and its subsidiary determine its accounting currency in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam.

All transactions are recorded in original currencies. Transactions arising in currencies other than VND ("foreign currencies") are translated at exchange rates ruling at the transaction dates. Monetary assets and liabilities denominated in foreign currencies at month-end are translated at exchange rates ruling at the month-end date. Foreign exchange differences arising from these translations are recognised in the foreign exchange differences item in the consolidated financial statements at month-end and transferred to the consolidated income statement at year-end.

2.4 Basis of consolidation

Subsidiary is an entity over which the Bank has the power to govern the financial and operating policies in order to gain future benefits from their activities generally accompanying a shareholding of more than one half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Bank controls another entity. The subsidiary is fully consolidated from the date on which control is transferred to the Bank. It is de-consolidated from the date that control ceases.

The purchase method of accounting is used by the Bank to account for the acquisition of subsidiaries. The cost of the acquisition is recognised at the fair value of the assets given, the equity instruments issued and the liabilities incurred or assumed at the date of the exchange, plus any costs directly attributable to the acquisition. Identifiable assets, liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the date of acquisition, regardless of any non-controlling interests. The excess of the cost of the acquisition over the acquirer's interest in the net assets is recognised as goodwill. If the acquirer's interest in the fair value of the net assets exceeds the cost of the acquisition, the difference is recognised immediately in the consolidated income statement.

Inter-company transactions, balances and unrealised gains and losses on transactions between the Bank and its subsidiary are eliminated.

Accounting policies of the subsidiary have been changed where necessary to ensure consistency with the policies adopted by the Bank.

The financial statements of the subsidiary used for consolidation must be prepared for the same financial year.

2.4 Basis of consolidation *(continued)*

In a divestment of the Bank's interest in a subsidiary that results in a loss of control, the difference between the Bank's share in the net assets of the subsidiary and the net proceeds from divestment is recognised in the consolidated income statement. The retained interest in the entity will be accounted for as either an investment in another entity or an investment to be accounted for as equity since the divestment date.

2.5 Goodwill

Goodwill represents the excess of the cost of an acquisition over the fair value of the Bank's share of the net identifiable assets of the acquired subsidiary at the date of acquisition. Goodwill on acquisitions of subsidiaries is recognised as an asset and is amortised on a straight-line basis over its estimated year of benefit but not exceeding a period of 10 years.

On disposal of the investments in subsidiary, the attributable amount of unamortised goodwill is included in the determination of the profit or loss on the disposal.

Goodwill is carried at cost less accumulated amortisation and is periodically tested for impairment. If there is evidence that the impairment during the year is higher than the goodwill charge, the Bank records the impairment immediately in the year.

2.6 Cash and cash equivalents

For the purpose of the consolidated cash flow statement, cash and cash equivalents comprise cash on hand, gold, balances with the SBV, treasury bills and other short-term valuable papers eligible for discount with the SBV, securities which have maturity dates within 3 months from purchase dates, demand and term deposits at other credit institutions which have maturity dates within three months or less.

2.7 Placements with and loans to other credit institutions

Placements with other credit institutions

Placements with other credit institutions include demand deposits, placements with local credit institutions, foreign bank branches with original maturity less than three months, and placements with overseas credit institutions, which are stated at the amount of principal outstanding.

Placements (excluding demand deposits) with local credit institutions, foreign bank branches and placements with overseas credit institutions are recorded at the amount of principal outstanding less provision for credit losses.

Credit risk classification for term deposits with other credit institutions is made in accordance with Circular 31/2024/TT-NHNN dated 30 June 2024 issued by the SBV regulating on the classification of assets in operations of commercial banks, non-bank credit institutions and foreign bank branches ("Circular 31").

Credit risk provision is made in accordance with Decree No. 86/2024/ND-CP dated 11 July 2024 issued by the Government regulating on the levels of provisioning, methods of provisioning for risks, and the use of provisions to handle risks in the operations of credit institutions, foreign bank branches and the credit institutions' reversal of accrued interest income to off-balance sheet items ("Decree 86"). The classification and provision are similar to the policy applied to loans to customers as presented in Note 2.8.

The Bank is not required to make general provision for placements with other credit institutions.

Loans to other credit institutions

Loans to other credit institutions are loans with original terms to maturity of less than 1 year.

Loans to other credit institutions are stated at the amount of principal outstanding less provision for credit losses.

Loan classification and specific provision for losses on loans to other credit institutions are determined in accordance with Circular 31 and Decree 86 similar to those policies on loans to customers as described in Note 2.8.

The Bank is not required to make general provision for loans to other credit institutions in Vietnam.

2.8 Loans to customers

2.8.1 Accounting for loans to customers

2.8.1.1 Measurement and recognition of loans to customers

Short-term loans are those with original term within 1 year from disbursement date; medium-term loans are those with original term over 1 to 5 years from disbursement date; and long-term loans are those with original term of more than 5 years from disbursement date.

Loans to customers are stated at the amount of principal outstanding less provision for credit losses.

According to Law on Credit institutions No. 32/2024/QH15 dated 18 January 2024 issued by the National Assembly and Circular 21/2024/TT-NHNN dated 28 June 2024 issued by the SBV regulating letter of credit operations and other business activities related to L/C, from 1 July 2024, letters of credit is a form of credit extension through issuance, confirmation, negotiation of payment or reimbursement of L/C. The change is applied prospectively from 1 July 2024. Except for the outright non-recourse purchase of L/C documents, which is accounted as "Other receivables" in accordance with the guidance in the Official Letter No. 4848/NHNN-TCKT issued by the SBV on 11 June 2025 supplementing the accounting guidance for L/C operations and other business activities related to L/C under Circular 21/2024/TT-NHNN.

2.8.1.2 Classification of loans to customers

Loans classification, including loans to customers, debts arising from L/C issuance, L/C negotiation and settlement, L/C reimbursement and outright purchase without recourse of documents presented under L/C on a without-recourse basis (except for cases where the Bank repurchases documents the Bank itself has issued) ("hereinafter refer to "debts") are made in accordance with Circular 31; and the provisions for credit losses are made in accordance with Decree 86.

Loans to customers are classified into 5 groups with the collection status and these following quantitative factors:

Group 1: Current

(i) Current loans assessed as fully and timely recoverable, both principals and interests; or
(ii) Loans overdue less than 10 days and assessed as fully recoverable, both overdue principals and interests, and fully and timely recoverable, both remaining principals and interests; or
(iii) Loans classified into group 1 as meeting criteria to be classified into groups with lower level of risk.

Group 2: Special mentioned

(i) Loans overdue up to 90 days, except those specified in point (ii) of Current loans and those classified into a group with higher level of risk as prescribed by regulations; or
(ii) Loans are rescheduled for the first time and repaid on schedule, except those meeting criteria to be classified into a group with lower level of risk and those classified into a group with higher level of risk as prescribed by regulations; or
(iii) Loans classified into group 2 as meeting criteria to be classified into a group with lower level of risk or loans classified into a group with higher level of risk as prescribed by regulations.

Group 3: Sub-standard

(i) (i)Loans overdue between 91 days and 180 days, except those classified into a group with higher level of risk as prescribed by regulations; or
(ii) Loans are extended for the first time and repaid on schedule, except those meeting criteria to be classified into a group with lower level of risk or loans classified into a group with higher level of risk as prescribed by regulations; or
(iii) Loans are exempted or reduced interests because customers are not able to pay the interests according to credit contracts, except those classified into a group with higher level; or

Group 3: Sub-standard

(iv) Loans falling in one of these following cases that have not yet been collected within less than 30 days from the issuance date of debt collection decision:
- Loans having violated regulations specified in clauses 1, 3, 4, 5, 6 of Article 134 of Law on Credit institutions No. 32/2024/QH15; or
- Loans having violated regulations specified in clauses 1, 2, 3, 4 of Article 135 of Law on Credit institutions No. 32/2024/QH15; or
- Loans having violated regulations specified in clauses 1, 2, 5, 9 of Article 136 of Law on Credit institutions No. 32/2024/QH15.

(v) Loans in the collection process under inspection conclusions; or

(vi) Loans collected under premature debt collection decisions by the Bank due to customers' breach of agreements without being collected within less than 30 days from the issuance date of debt collection decision; or

(vii) Loans are classified into group 3 as meeting criteria to be classified into a group with lower level of risk or loans classified into a group with higher level of risk as prescribed by regulations; or

(viii) Loans must be classified into group 3 according to requirements of the SBV due to risk level of the loan based on the results of inspection, supervision, and relevant credit information.

Group 4: Doubtful

(i) Loans overdue between 181 days to 360 days, except those classified into a group with higher level of risk as prescribed by regulations; or

(ii) Loans are restructured for the first time and overdue less than 90 days according to the first restructured payment term, except those classified into a group with higher level of risk as prescribed by regulations; or

(iii) Loans are restructured for the second time and undue, except those meeting criteria to be classified into a group with lower level of risk or classified into a group with higher level of risk as prescribed by regulations; or

(iv) Loans are specified in point (iv) of Sub-standard loans remain uncollected for a period of 30 to 60 days from the issuance date of debt collection decision; or

(v) Loans in the collection process under inspection conclusions but being overdue up to 60 days according to inspection conclusions; or

(vi) Loans recovered under premature debt collection decisions of the Bank due to customers violating the agreement which remain uncollected for a period of 30 to 60 days from the issuance date of debt collection decisions; or

(vii) Loans that are classified into group 4 as meeting criteria to be classified into a group with lower level of risk or classified into a group with higher level of risk as prescribed by regulations; or

(viii) Loans that are classified into group 4 according to requirements of the SBV due to risk level of the loan based on the results of inspection, supervision, and relevant credit information.

Group 5: Loss

(i) Loans overdue more than 360 days; or

(ii) Loans are restructured for the first time and overdue from 91 days according to the first restructured terms of repayments; or

(iii) Loans are restructured for the second time and overdue according to the second restructured terms of repayments; or

(iv) Loans are restructured for the third time or more, except those meeting criteria to be classified into a group with lower level of risk; or

(v) Loans specified in point (iv) of Sub-standard loans which remain uncollected for more than 60 days from the issuance date of collection decision; or

(vi) Loans in the collection process under inspection conclusions but being overdue for more than 60 days according to inspection conclusions; or

(vii) Loans recovered under premature debt collection decisions of the Bank due to customers violating the agreement which remain uncollected for more than 60 days from the issuance date of debt collection decision; or

Group 5: Loss

(viii) Loans to other credit institutions announced under special control status, or to foreign bank branches of which capital and assets are blockaded; or

(ix) Loans that are classified into group 5 as meeting criteria to be classified into a group with higher level of risk as prescribed by regulations; or

(x) Loans that are classified into group 5 according to requirements of the SBV due to risk level of the loan based on the results of inspection, supervision, and relevant credit information.

Loans shall be classified in a group with lower level of risk (including Group 1) in these following cases:

Overdue loans
- Customers fully paid overdue principal and interest (including interest on overdue principals) and principals, interest of following payment schedules (if any) for at least 3 months in respect of medium and long-term loans and 1 month in respect of short-term loans since the date overdue principals and interest are fully repaid; and
- There are documents proving the customer's repayment; and
- The Bank has sufficient basis of information and documents to assess and conclude that customers are capable of fully repaying the principals and the interest in a timely manner

Restructured loans
- Customers fully paid principal and interest under restructuring (if any), for at least 3 months in respect of medium and long-term loans and 1 month in respect of short-term loans, since the date principal and interest under restructuring are fully paid; or from the commence date of full repayment of such principal and interest in cases where the repayment schedules for principal and interest are congruent;
- There are documents proving the customer's repayment; and
- The Bank has sufficient basis of information and documents to assess and conclude that customers are capable of fully repaying the principals and the interest in a timely manner.

Loans shall be classified in a group with higher level of risk in these following cases:
- Norms on profitability, solvency, ratio of debts to capital, cash flows leading to capability of customers to repay debts deteriorating continuously for 3 consecutive times of assessment or loan classification; or
- Customers fail to supply fully, timely and truly financial information at the request of the Bank to assess debt repayment capability of customers; or
- Loans are classified in Group 2, Group 3, Group 4 for 1 (one) year or longer but not qualified to classify in a group with lower level of risk; or
- Loans whose credit extension is administratively sanctioned.

The Bank is required to use the results of loan classification as provided by the Credit Information Center of the SBV ("the CIC") to classify its loans to customers into higher risk group as determined by the Bank and provided by the CIC.

When a customer owes more than one loan to the Bank, and has any loan classified into a group with higher level of risk, the Bank classifies the remaining loans of such customer into the loan group with highest level of risk.

Where the Bank participates in a syndicated loan, the Bank reclassified all loans (including the outstanding syndicated loan) of the customer into the highest level of risk group as determined by the lenders.

Provision for losses on loans to customers shall be adjusted accordingly with the loan group after reclassification.

2.8.1.3 Classification of loans with restructured repayment terms, exemptions, and reductions of interest and fees to assist customers facing difficulties

The Bank applies Circular No. 02/2023/TT-NHNN dated 23 April 2023 ("Circular 02") issued by the SBV regulating the restructuring of repayment terms and maintaining the loan group to assist customers having difficulties and Circular No. 06/2024/TT-NHNN dated 18 June 2024 ("Circular 06") issued by the SBV amending and supplementing a number of articles of Circular 02. Accordingly, customers with loan balances satisfying all of these following conditions:

- being a loan with principal arisen before 24 April 2023 from lending and finance leases;
- the obligation of principal repayment and/or interest repayment arises during the period from 24 April 2023 to 31 December 2024;
- with outstanding balance of the loans to be rescheduled is undue or has been overdue up to 10 days from the due date of payment schedule according to contract or agreement;
- the Bank determines that customers are unable to repay the principal and/or interest on schedule under the loan agreements due to decreasing revenue or income compared to revenue or income as specified in the repayment of principal and/or interest plan under contract or agreement; and the Bank determines customers are able to fully repay the principal and/or interest under the restructured schedules; and
- does not violate the laws and regulations.

Then the Bank is allowed to restructure the repayment terms and retain the loan group at the latest classification before the loan was restructured.

2.8.1.4 Loan restructuring and retention of loan group to assist customers having difficulties due to impact and damage caused by Storm No. 3, floods, landslides in the aftermath of Storm No. 3

From 4 December 2024, loan restructuring, including the principal and/or interest, to assist customers having difficulties due to impact and damage caused by Storm No. 3, floods, landslides in the aftermath of Storm No. 3 is carried out in accordance with Circular 53/2024/TT-NHNN ("Circular 53/2024") and Decision 1510/QĐ-TTg ("Decision 1510") dated 4 December 2024 issued by the SBV, upon the customers' requests and the Bank's financial capacity.

The Bank restructures the repayment terms of the outstanding principals and/or interest of customers' loans satisfying all the following conditions:

- Borrowers of the Bank located in 26 provinces and cities are facing difficulties due to impact and damage of Storm No. 3, including:
  - Borrowers are individuals who are currently residing or working or locating their business establishments or carrying out investment, construction or business activities in the abovementioned 26 provinces and cities;
  - Borrowers are organisations except borrowers that are credit institutions or foreign bank branches that have headquarters or locate their branches, representative offices or business establishments or carry out investment, construction or business activities in the abovementioned 26 provinces and cities;
- The outstanding principal arisen before 7 September 2024 from the lending or finance lease activities;
- The obligation of principal repayment and/or interest repayment arises during the period from 7 September 2024 to 31 December 2025;
- The outstanding debt to be rescheduled is undue or up to 10 (ten) days past due. The Bank may consider rescheduling the outstanding debt which is more than 10 (ten) days overdue and was overdue within the period starting from 7 September 2024 to 16 December 2024 in the first debt reschedule under Circular 53/2024;
- The Bank assesses that the borrower is unable to repay the principal and/or interest per schedule under the signed agreement due to the impact and damage caused by Storm No. 3, and would be able to fully repay the principal and/or interest after the debt is rescheduled;
- Loans that do not violate law and regulations;
- The debt rescheduling shall be considered and carried out from the effective date of Circular 53 to 31 December 2025 with no limit number of debt rescheduling.

The date of final repayment of the rescheduled debt shall be determined taking into account the extent of difficulties encountered by each specific borrower but must not fall after 31 December 2027.

Details of loan classification and loan group retention:

The Bank retains the loan group for the loan for which the principal and/or interest has been restructured ("restructured loan") using the most recent loan classification before the restructured period:

- For restructured loans that are undue during the restructured period, the Bank is not required to adjust or to reclassify into a higher risk group as prescribed in Circular 31;
- For restructured loans that are overdue during the restructured period and the Bank does not continue to apply loan restructuring as prescribed in Circular 53, the Bank shall classify those restructured loans in accordance with Circular 31.

2.8.1.5 Classification of payments for off-balance sheet commitments

Payments under off-balance sheet commitments are amounts that the Bank settled on behalf of customers when customers who are guaranteed by the Bank are not able to settle the amount when it falls due.

Overdue days are calculated as soon as the Bank implements its obligation under commitments. The amount of payment is classified as follows:

Group 3: Sub-standard
- If overdue for less than 30 days.

Group 4: Doubtful
- If overdue from 30 days and less than 90 days.

Group 5: Loss
- If overdue for 90 days or more.

If a payment under off-balance sheet commitments is classified in a group with lower risks than a group in which the off-balance sheet commitments are classified, the Bank is obliged to reclassify the payment into the same group of the off-balance sheet commitments.

2.8.1.6 Provision for losses on loans to customers

Provision for losses on loans to customers includes specific allowance and general allowance.

General provision

The general allowance is made at 0.75% of the outstanding balance of loans to customers on the last working day of each month, excluding the total balance of loans to customers which are classified as loss loans.

Specific provision

Specific provision for losses on loans to customers is calculated using set rates applied to loans from Group 1 to Group 5 as follows:

Group		Provision rates
Group 1	Current	0%
Group 2	Special mentioned	5%
Group 3	Sub-standard	20%
Group 4	Doubtful	50%
Group 5	Loss	100%

The specific provision is calculated based on the customer's loan balance on the last working day of each month less the discounted value of collateral assets.

The maximum discounted ratio of each kind of collateral asset is determined as follows:

Type of collateral assets	Maximum discounted ratio
(a) Deposits, certificates of deposit in VND at the Bank	100%
(b) Government bonds, gold billets in accordance with law on gold trading activities; deposits, certificates of deposit in foreign currencies at the Bank	95%
(c) Municipal bonds, Government-guaranteed bonds; negotiable instruments, bonds issued by the Bank; deposits, certificates of deposit issued by other credit institutions, foreign bank branches: • With a remaining term of less than 1 year • With a remaining term of between 1 year to 5 years • With a remaining term of over 5 years	 95% 85% 80%
(d) Securities issued by other credit institutions and listed on a stock exchange	70%
(e) Securities issued by enterprises (except credit institutions) and listed on a stock exchange	70%
(f) Unlisted securities and valuable papers, except for the types of securities specified in Point (c) of this Clause, issued by other credit institutions listed on a stock exchange; Unlisted securities and valuable papers, except for the types of securities specified in Point (c) of this Clause, issued by other credit institutions unlisted on a stock exchange.	70%
(g) Unlisted securities and valuable papers issued by enterprises listed on a stock exchange; Unlisted securities and valuable papers issued by enterprises unlisted on a stock exchange.	70%
(h) Real estates	70%
(i) Others	70%

Collateral assets are movable properties, real estates and collaterals other than gold billets, Government bonds listed on Stock Exchanges, securities issued by enterprises or other credit institutions with a value above VND50 billion for loans to customers who are related parties of the Bank and other entities as prescribed in Article 135 of the Law on Credit Institutions 2024 and collateral assets with a value for deduction above VND200 billion must be valued by external valuers at the financial year-end. For other cases, collateral assets are valued according to the Bank's internal regulations and procedures.

Collateral assets that do not satisfy the conditions shall have its value considered as zero.

Specific provision under Circular 02

From 24 April 2023, the Bank makes provisions for borrowers whose outstanding loan balances have been restructured in accordance with Circular 02. As at 31 December 2024, the Bank made 100% of the specific provision amount required to be made additionally.

Specific provision under Circular 53

From 4 December 2024, the Bank makes provisions for losses on loans to customers whose loans are restructured as prescribed by Decision 1510 as follows:

Additional specific provision = A - B

Whereas:

- A: Specific provision made for all the outstanding loans of customers according to loan classification under Circular 31.
- B: Specific provision made for all the outstanding loans of customers according to the loan classification regulated by Circular 53/2024 and Decision 1510.

If the aforementioned additional specific provisions are positive, the Bank makes additional specific provision for credit losses as follows:

- By 31 December 2024: At least 35% of the additional specific provisions;
- By 31 December 2025: Further provisions made to achieve at least 70% of the additional specific provisions;
- By 31 December 2026: Further provisions made to achieve 100% of the additional specific provisions.

2.8.1.7 Written off loans to customers that are classified as bad

Bad debts could be written off using provision in these following cases:

- Customer is an organisation, which is dissolved, goes bankrupt as prescribed by law or an individual who dies or is missing; or
- Loans which are classified in loan group 5.

For at least 5 years, after using provisions against credit risks and after all measures for debt recovery of the Bank's Credit Risk Handling Committee have been implemented but debts are still irrevocable, the Bank shall be entitled to release the unsettled debts from the off-balance sheet in accordance with the approval of the Bank's Credit Risk Handling Committee.

2.8.2 Foreclosed assets

Foreclosed assets are recognised according to the guidance in Decision 479/2004/QĐ-NHNN dated 29 April 2004, Circular 10/2014/TT-NHNN issued on 20 March 2014 amending Decision 479/2004/QĐ-NHNN, and on the basis of reference to Civil Code 91/2015/QH13.

2.9 Off-balance sheet commitments

Off-balance sheet commitments consist of guarantees, settlement acceptances and unconditional and irrevocable credit commitments.

Classification of off-balance sheet commitments

Off-balance sheet commitments are classified as follows:

Group 1: Commitments which according to the assessment of the Bank could be fully settled when they are due.

Group 2: Commitments which according to the assessment of the Bank could not be fully settled when they are due.

Group 3 and higher risk groups: Commitments relating to debts falling in one of the following cases and not yet collected since the issuance date of recall decision:

- Commitment having violated regulations specified in clauses 1, 3, 4, 5, 6 of Article 134 of Law on Credit institutions No. 32/2024/QH15; or
- Commitment having violated regulations specified in clauses 1, 2, 3, 4 of Article 135 of Law on Credit institutions No. 32/2024/QH15; or
- Commitment having violated regulations specified in clauses 1, 2, 5, 9 of Article 136 of Law on Credit institutions No. 32/2024/QH15.

Provision for off-balance sheet commitments

The classification of off-balance sheet commitments is conducted solely for risk management, credit quality supervision of credit granting activities. Therefore, no provision is made for off-balance sheet commitments.

2.10 Investments in securities

Investments in securities are classified into three categories in accordance with Letter 2601/NHNN-TCKT dated 14 April 2009 issued by the SBV: i) trading securities, ii) held to maturity investment securities or iii) available for sale investment securities. The Bank and its subsidiary are required to classify investment securities into held-to-maturity investment securities, available for sale investment securities or trading securities at the purchase date, reclassification after purchase is permitted only once for each investment securities item.

2.10.1 Trading securities

Classification and recognition

Trading securities are defined as debt securities which are held for trading and are acquired principally for the purpose of selling in the short-term or if so designated by the Board of Management.

Trading securities are recognised at the time the Bank and its subsidiary become a party to the purchase contracts of these trading securities, specifically as follows:

- Listed securities are recorded at the time of orders matching;
- Unlisted securities are recognised at the time when official ownership is established in accordance with regulations.

Measurement

Trading securities which are certificates of deposits or unlisted bonds are recognised at costs less provisions for credit losses. The classification of debts and provisioning for these securities are similar to those for "Loans to customers" as presented in Note 2.8. According to Decree 86 (from 11 July 2024) and Circular 11 (before 1 July 2024), the Bank and its subsidiary do not make general provisions for certificates of deposit and bonds issued by domestic credit institutions.

Other trading securities are initially recognised at costs less provisions for diminution in value. Provisions for diminution in value are made when the market value of these trading securities is lower than their book value. Accordingly, for debt securities which are listed or registered for trading on the Upcom trading system: the market price of debt securities is the latest trading price at the Stock Exchange within 10 days to the financial year-end.

The Bank and its subsidiary do not make provisions for Government bonds, municipal bonds and Government guaranteed bonds.

Changes in provision balance are recognised in the consolidated income statement during the year. Provisions for trading securities as mentioned above are reverted when the recoverable amount of trading securities increases after the provisions are made as results of objective events. A reversal of provisions, if any, is made only to the extent original costs of trading securities.

Gains or losses from sales of trading securities are recognised in the consolidated income statement as "Net gain/loss from trading of trading securities". Cost is determined by the specific identification method.

Coupon interests received from trading securities during holding periods are recognised in the consolidated income statement upon receipts.

Derecognition

Trading securities are derecognised when the rights to receive cash flows from these securities are terminated or the Bank and its subsidiary transfer substantially all the risks and rewards from ownerships of these securities.

2.10.2 Available-for-sales investment securities

Classification and recognition

Available-for-sale investment securities include debt and equity securities, which are intended to be held for investing purposes and may be sold at any time if deemed advantageous.

Available-for-sale investment securities are recognised when the Bank and its subsidiary become a party to the purchase contracts of these securities (accounting at purchase date).

Measurement

Chứng khoán đầu tư sẵn sàng để bán là chứng chỉ tiền Available-for-sale investment securities which are certificates of deposit or unlisted bonds are recorded at costs less provisions for credit losses.

Other available-for-sale investment securities are stated at their carrying value less provisions for diminution in value. Provisions for diminution in value of available-for-sale investment securities are made when the carrying value is higher than the market price.

Provision for credit losses and provision for diminution in value of available-for-sale investment securities are made similar to the principles applied to trading securities as presented in Note 2.10.1.

Available-for-sale debt securities are recognised at costs of purchases including transaction costs and direct related expenses incurred at purchased date. Accrued interest receivables before purchased date (for debt securities with interest payments in arrears) or deferred interest awaiting for allocation (for debt securities with interest payments in advance) is recognised in a separate account. Discount/premium, which is the negative/positive difference between the cost and the amount of par value plus (+) accrued interest receivables before the purchased date (if any) or minus (-) deferred interest awaiting for allocation (if any) is also recognised in a separate account.

In subsequent holding periods, these debt securities are recognised at par value, and the discount/premium (if any) are amortised to the consolidated income statement on a straight-line basis from purchased date to maturity date of these securities.

Cumulative interest before purchased date is recognised as a decrease in the accrued interest receivables account upon receipts. Accrued interest incurred after purchased date is recognised as income of the Bank and its subsidiary based on an accrual basis. Interest received in advance is amortised into interest income from investment securities based on a straight-line basis from purchased date to maturity date of these securities.

Gains or losses from sales of available-for-sale investment securities are recognised in the consolidated income statement as *"Net gain/loss from trading of investment securities"*. Cost is determined by the specific identification method.

Derecognition

Available-for-sale investment securities are derecognised when the rights to receive cash flows from these securities are terminated or the Bank and its subsidiary transfer substantially all the risks and rewards of ownerships of these securities.

2.10.3 Held-to-maturity investment securities

Held-to-maturity investment securities are debt securities, which the Bank and its subsidiary acquire for investment purpose to earn interest and the Bank and its subsidiary have the positive intention and ability to hold until maturity, including special bonds issued by the Vietnam Debt and Asset Trading Corporation ("DATC").

According to the Official Letter No. 2601/NHNN-TCKT issued by the SBV on 14 April 2009, the Bank and its subsidiary are allowed to reclassify held-to-maturity investment securities up to 1 time after purchase.

Debt securities held-to-maturity (including DATC bonds) are recorded and measured similarly to available-for-sale debt securities as presented in Notes 2.10.2.

2.11 Other long-term investments

Other long-term investments are investments of equal or less than 11% of the voting rights in unlisted entities, and the investments are held not for sale for 12 months or more from the consolidated financial statements date. These investments are initially stated at costs of acquisition.

Subsequently, these other long-term investments are recorded at costs less provisions. Regarding investments in shares whose fair value can be determined reliably, the provision for diminution in value is made when the cost is higher than the market value. For other investments, provision for diminution in value is made when the investees make losses. Changes in provision balance are recorded as operating expenses during the year. The reversal of provision does not exceed the original book value.

2.12 Sales and repurchase agreements

Securities sold under agreements to be repurchased at a specific date in the future (repos) are still recognised in the consolidated financial statements. The proceeds received under this agreement are recognised as a borrowing in the consolidated statement of financial position and the difference between the sale price and the purchase price is amortised on a straight-line basis using the contractual interest rate to the consolidated income statement over the life of the agreement.

Securities purchased under agreements to be resold at a specific date in the future (reverse repos) are not recognised in the consolidated financial statements. The proceeds paid under this agreement are recognised as a loan in the consolidated statement of financial position and the difference between the purchase price and resale price is amortised on a straight-line basis using the contractual interest rate to the consolidated income statement over the life of the agreement.

2.13 Fixed assets

Tangible and intangible fixed assets

Fixed assets are stated at historical cost less accumulated depreciation or amortisation. Historical cost includes expenditure that is directly attributable to the acquisition of the fixed assets bringing them to their suitable conditions for their intended use. Expenditure which is incurred subsequently and has resulted in an increase in the future economic benefits expected obtained from the use of fixed assets, can be capitalised as an additional historical cost. Otherwise, they are charged to the consolidated income statement when incurred in the year.

Depreciation and amortisation

Fixed assets are depreciated and amortised using the straight-line method so as to write off the historical cost of the fixed assets over their estimated useful lives. The estimated useful lives of each asset class were as follows:

Buildings, structures	8 - 50 years
Machinery, equipment	6 - 15 years
Motor vehicles	6 - 10 years
Office equipment	5 - 8 years
Other tangible fixed assets	5 - 8 years
Software	3 - 15 years
Other intangible fixed assets	10 năm

Land use rights comprise land use rights granted by the State for which land use fees are collected, land use rights acquired in a legitimate transfer, and prepaid land use rights obtained under land rental contracts which are effective before the effective date of land law 2003 (i.e. 1 July 2004) and which land use right certificates are granted.

Definite land use rights are stated at costs less accumulated amortisation. Costs of land use rights consists of its purchased prices and any directly attributable costs in obtaining the land use rights. Land use rights are amortised using the straight-line basis over the terms of the land use right certificates.

Indefinite land use rights are stated at costs and not amortised.

Disposals

Gains or losses on disposals are determined by comparing net disposal proceeds with the carrying amount of the fixed assets and are recognised as income or expense in the consolidated income statement.

Construction in progress

Construction in progress represents the cost of assets in the course of installation or construction for business, rental or administrative purposes, or for purposes not yet determined, which are recorded at cost and are comprised of such necessary costs to construct, repair and maintain, upgrade, renew or equip the projects with technologies as construction costs; costs of tools and equipment; project management expenditure and construction consulting costs.

2.14 Operating leases

Leases where a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the consolidated income statement on a straight-line basis over the period of the lease.

2.15 Investment properties held for rent

The initial cost of an investment property held for rent comprises it purchase price (cash or cash equivalent) that the Bank and its subsidiary spend, or the fair value of other consideration given to acquire the investment property up to the time of purchase or completion of construction of that investment property. Expenditures incurred after initial recognition are recorded as an increase in the cost of investment property if it is certain that the expenditure has resulted in future economic benefits from the use of that asset. Expenditures incurred that do not satisfy the above conditions are recorded as production and business expenditure in the financial year.

Depreciation

Investment properties held for rent are depreciated using the straight-line method to gradually reduce the cost over the estimated useful lives. The estimated useful life of each type of asset is as follows:

Buildings, structures 10 - 50 years

Investment properties which are indefinite land use rights are stated at costs and not amortised.

2.16 Prepaid expenses

Prepaid expenses represent prepayments for services; or tools, which do not meet the recognition criteria for fixed assets for a certain period or more than one business cycle from the prepayment date. Prepaid expenses are recorded at historical cost and allocated on a straight-line basis over their estimated useful lives.

2.17 Other assets

Other assets, other than those from credit activities in the Bank and its subsidiary's operation are initially recognised at cost. Subsequently, other receivables are record at cost less provisions for doubtful debts.

2.18 Other provisions

Provisions are recognised when the Bank and its subsidiary have a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provision is not recognised for future operating losses.

Provisions are measured at the level of the expenditures expected to be required to settle the obligation. If the time value of money is material, provisions will be measured at the present value using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provisions due to passage of time is recognised as a financial expense. Changes in the provision balances are recognised in operating expenses during the year.

2.19 Deposits from other credit institutions, deposits from customers and valuable papers in issue

Deposits from other credit institutions, deposits from customers and valuable papers in issue are recorded at their principal balances at the financial year-end. At the time of initial recognition, the issuance costs of valuable papers in issue are recorded as a reduction in the principal balance of valuable papers in issue. Subsequently, the Bank allocates these costs to the item *"Interest and similar expenses"* on a straight-line basis over the term of valuable papers in issue.

2.20 Derivatives

Derivatives are recognised in the consolidated statement of financial position at contract value on the contract date and subsequently are revalued at the exchange rate prevailing at the month end. Realised gains or losses are recognised in the consolidated income statement. Unrealised gains or losses are recognised in the foreign exchange differences item in the consolidated statement of financial position and are transferred to the consolidated income statement at the year-end.

2.21 Owners' capital

Owners' capital is recorded according to the actual amounts contributed by shareholders at par value of shares.

Share premium is the difference between the par value and the actual issued price of shares and the difference between repurchased price and re-issued price of treasury shares.

Undistributed earnings record the Bank and its subsidiary's results (profit) after CIT and the status of distribution of those results at the reporting date.

2.22 Statutory reserves

According to the Law on credit institutions No. 135/2025/NĐ-CP dated 12 June 2025 issued by the Government regarding the financial regime for credit institutions and foreign bank branches ("Decree 135"), which takes effect from 1 August 2025, the Bank and its subsidiary are required to make these following allocations before profit distribution:

	Percentage of annual allocation	Maximum balance
Reserve to supplement charter capital	10% of profit after tax	Charter capital
Financial reserve	10% of profit after tax after appropriating to the Reserve to supplement charter capital	Not specified the maximum balance

The purpose of financial reserve is to offset residual asset losses and damage occurring in the course of business after such losses have been offset with compensation paid by the organisations, individuals who caused them, indemnity paid by insurers and with the allowance set up and accounted for in expenses and shall be used for other purposes in accordance with the laws.

These statutory reserves are not allowed to be distributed and are recognised as part of equity.

The remaining profit after the appropriation of the above reserves, bonus and welfare fund and distribution of dividends to the shareholders is recognised as undistributed earnings of the Bank and its subsidiary.

2.23 Appropriation of profit

The Bank and its subsidiary's dividend are recognised as a liability in its consolidated financial statements of the financial year based on the shareholder record date in accordance with the Board of Directors' resolution, after the dividend payout proposal has been approved at the General Meeting of Shareholders.

Undistributed earnings could be distributed to shareholders after approval at the General Meeting of Shareholders, and after appropriation to other funds in accordance with the Bank and its subsidiary's charter and Vietnamese laws and regulations.

Bonus and welfare fund is appropriated from net profit after CIT of the Bank and its subsidiary and is approved by shareholders in the General Meeting of Shareholders. The fund is recognised as a liability in the Bank and its subsidiary's consolidated financial statements.

2.24 Interest income and expenses

Interest income and expense are recognised on an accrual basis, except for interest income on held-for-trading debt securities which is recognised upon receipt. Interest income is derecognised and recognised into off-balance sheet items when a loan is not classified as Current loan as described in Note 2.8.1 or is subject to Circular 02/2023, Circular 06/2024 and Circular 53/2024, as described in Note 2.8.1.3 and Note 2.8.1.4. Interest income from these loans is recognised in the consolidated income statement upon receipt.

2.25 Fee and commission income

Fee and commission income consists of fees received from settlement services, treasury services and other services. Fees and commissions are recognised on accrual basis.

2.26 Fee and commission expenses

Fees and commission expenses are recognised in the consolidated income statement when incurred.

2.27 Dividend income and shares of profits

Dividend income and shares of profits are recognised in the consolidated income statement when the Bank and its subsidiary have established the rights to receive dividends/shares of profits from investees and when both of these following conditions are satisfied:

- It is probable that economic benefits associated with the transaction will flow to the Bank and its subsidiary; and
- Income can be measured reliably.

2.28 Current and deferred income tax

Income tax includes all income tax which is based on taxable profits. Income tax expense comprises current income tax expense and deferred income tax expense.

Current income tax is the amount of income tax payable or recoverable in respect of the current year taxable profits at the current year tax rates. Current and deferred income tax recognised as an income or an expense and included in the profit or loss of the year, except to the extent that the income tax arises from a transaction or event which is recognised, in the same or a different year, directly in equity.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. Deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of occurrence affects neither the accounting nor the taxable profit or loss. Deferred income tax is determined at the tax rates that are expected to apply to the financial year when the asset is realised or the liability is settled, based on tax rates that have been enacted or substantively enacted by the consolidated statement of financial position date.

Deferred income tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

2.29 Related parties

Enterprises and individuals that directly, or indirectly through one or more intermediaries, control, or are controlled by, or are under common control with, the Bank and its subsidiary, including holding companies, subsidiaries and fellow subsidiaries are related parties of the Bank and its subsidiary. Associates and individuals owning, directly or indirectly, an interest in the voting power of the Bank and its subsidiary that gives them significant influence over the enterprise, key management personnel, including the Board of Directors, the Board of Supervision and the Board of Management of the Bank and its subsidiary and close members of the family of these individuals and companies associated with these individuals also constitute related parties.

In considering each possible related party relationship, the Bank and its subsidiary consider the substance of the relationship, and not merely the legal form.

2.30 Critical accounting estimates

The preparation of the consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and regulations on the preparation and presentation of consolidated financial statements applicable to credit institutions operating in Vietnam requires the Board of Management to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosures of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of income and expenses during the year.

The area involving significant estimates and assumptions is loan classifications and provisions for losses on loans to customers (Note 2.8) and provisions for investment securities (Note 2.10). Such estimates and assumptions are continually evaluated based on historical experiences and other factors, including expectations of future events that may have a financial impact on the Bank and that are assessed by the Board of Management to be reasonable under the circumstances.

3 CASH ON HAND, GOLD, SILVER, PRECIOUS STONES

	31/12/2025 VND million	31/12/2024 VND million
Cash in VND	815,319	819,034
Cash in foreign currencies	216,257	139,742
Gold	9,032	4,947
	1,040,608	**963,723**

4 BALANCES WITH THE SBV

	31/12/2025 VND million	31/12/2024 VND million
Demand deposits in VND	5,166,047	10,922,509
Demand deposits in foreign currencies	19,064,428	377,159
Guarantee deposits in VND	242,000	-
	24,472,475	**11,299,668**

These balances consisted of a compulsory reserve and a current account.

Under the SBV's regulations relating to the compulsory reserve, the Bank is permitted to maintain a floating balance for the compulsory reserve requirement ("CRR"). The monthly average balance of the reserve must not be less than CRR rates multiplied by the preceding month's average balances of deposits in scope.

CRR rates required on the preceding month's average deposit balances:

	31/12/2025 %	31/12/2024 %
For deposits from customers		
• Demand and term deposits in VND with term of less than 12 months	3.00	3.00
• Deposits in VND with term of 12 months and above	1.00	1.00
• Demand and term deposits in foreign currencies with term of less than 12 months	8.00	8.00
• Deposits in foreign currencies with term of 12 months and above	6.00	6.00
For deposits from overseas credit institutions		
• Deposits in foreign currencies	1.00	1.00

Annual interest rates applied for outstanding balances as at:

	31/12/2025 %	31/12/2024 %
Within the compulsory reserve requirement in VND	0.50	0.50
Within the compulsory reserve requirement in USD	0.00	0.00
Exceed the compulsory reserve requirement in VND	0.00	0.00
Exceed the compulsory reserve requirement in USD	0.00	0.00

5 PLACEMENTS WITH AND LOANS TO OTHER CREDIT INSTITUTIONS

5.1 Placements with other credit institutions

	31/12/2025 VND million	31/12/2024 VND million
Demand deposits		
• In VND	16,829,367	10,608,790
• In foreign currencies	5,165,814	766,338
	21,995,181	11,375,128
Term deposits		
• In VND	65,600,000	37,379,520
• In foreign currencies	3,671,780	19,165,055
	69,271,780	56,544,575
	91,266,961	**67,919,703**

5.2 Loans to other credit institutions

	31/12/2025 VND million	31/12/2024 VND million
In VND	180,000	2,324,260
In which:		
• *Discounting and rediscounting loans*	-	*42,260*
	180,000	**2,324,260**

5.3 Annual interest rates applied for the outstanding balances as at:

	31/12/2025 %	31/12/2024 %
Term deposits in VND	5.65 - 9.10	3.70 - 6.30
Term deposits in foreign currencies	3.70 - 4.20	4.40 - 5.00
Loans to other credit institutions in VND	7.50 - 7.80	4.70 - 6.50

5.4 Analysis of quality of placements with and loans to other credit institutions:

	31/12/2025 VND million	31/12/2024 VND million
Group 1 - Current		
(excluding demand deposits)	69,451,780	58,868,835

6 TRADING SECURITIES

6.1 Debt securities

	31/12/2025 VND million	31/12/2024 VND million
Government bonds	7,726,185	4,745,046
Certificates of deposit issued by other local credit institutions	2,046,115	1,104,802
Bonds issued by domestic economic organisations	1,685,335	3,019,118
	11,457,635	**8,868,966**

6.2 Disclosure on listing status of trading securities

	31/12/2025 VND million	31/12/2024 VND million
Debt securities		
Listed	7,726,185	4,745,046
Unlisted	3,731,450	4,123,920
	11,457,635	**8,868,966**

6.3 Annual interest rates applied for balances as at:

	31/12/2025 %	31/12/2024 %
Government bonds	2.60 - 7.50	2.10 - 5.10
Certificates of deposit issued by other local credit institutions	6.80 - 7.20	6.50 - 7.50
Bonds issued by domestic economic organisations	9.00 - 13.00	12.00 - 12.85

6.4 Analysis of quality of trading securities classified as credit-risk bearing assets

	31/12/2025 VND million	31/12/2024 VND million
Group 1 - Current		
(excluding Government bonds)	3,731,450	4,123,920

6.5 Provision for losses on trading securities

	31/12/2025 VND million	31/12/2024 VND million
General provision	12,640	2,250

7 LOANS TO CUSTOMERS

7.1 By type of loans

	31/12/2025 VND million	31/12/2024 VND million
Loans to local economic entities and individuals	229,142,041	203,137,423
Loans to overseas entities and individuals	222,172	308,650
Payments on behalf of customers	47,488	74,952
Loans from usance payable at sight letter of credit	7,635,399	5,833,618
	237,047,100	**209,354,643**

7.2 By type of customers

	31/12/2025 VND million	31/12/2024 VND million
Other limited liability companies	99,303,321	90,162,333
Other joint stock companies	83,996,358	69,472,202
Household business and individuals	47,107,980	45,013,591
Joint stock companies with more than 50% state ownership	2,853,158	2,462,030
State-owned enterprises	2,087,778	1,610,417
Foreign invested enterprises	1,592,741	533,608
Private enterprises	55,344	36,973
Cooperatives and inter-cooperatives	43,411	32,786
Others	7,009	30,703
	237,047,100	**209,354,643**

7.3 By quality of loans

	31/12/2025 VND million	31/12/2024 VND million
Group 1 - Current	230,560,428	204,036,375
Group 2 - Special mentioned	1,612,602	1,358,912
Group 3 - Sub-standard	325,473	202,862
Group 4 - Doubtful	573,164	695,091
Group 5 - Loss	3,975,433	3,061,403
	237,047,100	**209,354,643**

7.4 By term

	31/12/2025 VND million	31/12/2024 VND million
Short-term	111,179,661	104,496,969
Medium-term	75,575,573	73,586,267
Long-term	50,291,866	31,271,407
	237,047,100	**209,354,643**

7.5 By currency

	31/12/2025 VND million	31/12/2024 VND million
In VND	227,595,002	203,812,898
In foreign currencies	9,452,098	5,541,745
	237,047,100	**209,354,643**

7.6 By industry

	31/12/2025 VND million	31/12/2024 VND million
Wholesale and retail trade; repair of automobiles, motorcycles, motorbikes and other vehicles	53,923,629	33,489,746
Households business	46,997,685	45,013,587
Art, entertainment and recreation	38,421,178	15,489,724
Real estates	29,436,896	9,949,817
Hospitality services	26,968,260	14,386,765
Financial services and insurance	12,457,299	7,729,440
Manufacturing and processing	7,912,342	17,705,332
Constructions	6,451,388	10,463,950
Science and technology	4,350,770	12,026,908
Electricity, gas, hot water, steam and air-conditioning	2,709,189	1,563,680
Transportation and warehouse	2,074,979	13,593,541
Administrative operations and support services	1,497,794	8,017,345
Agriculture, forestry and aquaculture	555,838	200,642
Mining	230,342	1,349,558
Health care and social work	96,706	83,628
Information and communications	66,830	5,711,977
Education and training	12,394	2,083
Water supply; waste and wastewater management and treatment activities	4,943	-
Other service activities	2,878,638	12,576,920
	237,047,100	**209,354,643**

7.7 Annual interest rates applied for balances as at:

	31/12/2025 %	31/12/2024 %
Loans in VND		
• Short-term	3.20 - 9.20	2.77 - 8.20
• Medium-term	3.26 - 11.05	2.96 - 9.10
• Long-term	3.26 - 14.65	3.16 - 13.50
Loans in foreign currencies		
• Short-term	4.00 - 5.91	3.30 - 4.50
• Medium-term	4.84 - 7.30	7.10 - 7.63
• Long-term	6.18	5.73

7.8 Provision for losses on loans to customers

	Specific provision VND million	General provision VND million	Total VND million
As at 1 January 2024	1,644,225	1,333,794	**2,978,019**
Charge for the year	2,024,918	214,464	**2,239,382**
Utilisation during the year	(1,935,968)	-	**(1,935,968)**
As at 31 December 2024	1,733,175	1,548,258	**3,281,433**
Charge for the year	2,354,311	231,537	**2,585,848**
Utilisation during the year	(2,095,803)	-	**(2,095,803)**
Decrease from disposal of subsidiary	(475,149)	(29,639)	**(504,788)**
As at 31 December 2025	1,516,534	1,750,156	**3,266,690**

8 INVESTMENT SECURITIES

8.1 Available-for-sale investment securities

	31/12/2025 VND million	31/12/2024 VND million
Debt securities		
Government bonds	14,165,033	10,340,000
Bonds issued by domestic economic organisations	8,413,092	3,850,364
Bonds issued by other local credit institutions	1,400,000	1,900,000
Government-guaranteed bonds issued by other local credit institutions	727,302	733,098
Certificates of deposit issued by other local credit institutions	800,000	650,378
	25,505,427	**17,473,840**
Equity securities		
Equity securities issued by domestic economic organisations	-	82,054
	25,505,427	**17,555,894**

8.2 Held-to-maturity investment securities

	31/12/2025 VND million	31/12/2024 VND million
Debt securities		
Treasury bills issued by the SBV	-	2,000,000
Bonds issued by domestic economic organisations	50,458	427,019
- *In which: Bonds issued by DATC*	*19,364*	*319,364*
	50,458	2,427,019
Provision for losses on held-to-maturity investment securities		
Specific provision	(50,458)	(350,458)
- *In which: Specific provision for DATC bonds*	*(19,364)*	*(319,364)*
	-	**2,076,561**

8.3 Analysis of listing status of investment securities

	31/12/2025 VND million	31/12/2024 VND million
Debt securities		
Listed	15,892,335	11,073,098
Unlisted	9,663,550	8,909,815
	25,555,885	**19,982,913**

8.4 Analysis of quality of investment securities classified as credit-risk bearing assets

	31/12/2025 VND million	31/12/2024 VND million
Group 1 - Current *(excluding Government bonds, Government-guaranteed bonds and treasury bills issued by the SBV)*	9,613,092	6,477,303
Group 5 - Loss	50,458	350,458
	9,663,550	**6,827,761**

8.5 Annual interest rates applied for these balances as at:

	31/12/2025 %	31/12/2024 %
Government bonds in VND	2.10 - 4.90	2.20 - 6.50
Treasury bills issued by the SBV in VND	None	4.00
Bonds and certificates of deposit issued by other local credit institutions in VND	2.50 - 8.50	2.50 - 8.50
Bonds issued by domestic economic organisations in VND	8.60 - 13.40	8.62 - 12.50

8.6 Provisions for losses on investment securities

	Specific provision VND million	General provision VND million	Total VND million
As at 1 January 2024	94,967	4,270	**99,237**
Charge/(reversal) for the year (Note 25)	255,491	(4,270)	**251,221**
As at 31 December 2024	350,458	-	**350,458**
(Reversal)/charge for the year (Note 25)	(300,000)	63,129	**(236,871)**
As at 31 December 2025	50,458	63,129	**113,587**

9 LONG-TERM INVESTMENTS

9.1 By types of investments

	31/12/2025 VND million	31/12/2024 VND million
Other long-term investments	59,070	62,432
Less: Provision for losses in long-term investments	-	(363)
	59,070	**62,069**

9.2 Other long-term investments

	31.12.2025		31.12.2024	
	Original amount VND million	Ownership ratio	Original amount VND million	Ownership ratio
PetroVietnam Oil Saigon Joint Stock Company	22,470	6.44%	10,000	5.00%
Phu My Oil Processing Joint Stock Company	11,000	2.20%	11,000	2.20%
PetroVietnam Oil Vung Tau Joint Stock Company	10,000	8.33%	10,000	8.33%
PetroVietnam Oil Hanoi Joint Stock Company	7,500	2.83%	7,500	2.83%
National Payment Corporation of Vietnam	3,300	1.06%	3,300	1.06%
PetroVietnam Oil Mien Trung	4,800	1.59%	4,800	1.59%
PetroVietnam Oil Tay Ninh Joint Stock Company	-	-	12,470	9.59%
Global Data Service Joint Stock Company	-	-	2,670	2.13%
Vietnam Brainwork Development Incorporation	-	-	437	9.99%
Post and Telecommunications Investment and Construction Consulting Joint Stock Company	-	-	255	0.46%
	59.070		**62.432**	

10 FIXED ASSETS

10.1 Tangible fixed assets

	Buildings, structures VND million	Machinery, equipment VND million	Motor vehicles VND million	Office equipment VND million	Others VND million	Total VND million
Historical cost						
As at 1 January 2025	18,677	480,823	434,554	118,572	39,326	**1,091,952**
New purchases	-	77,181	40,059	8,195	266	**125,701**
Disposals	(1,288)	(10,085)	(1,570)	(6,133)	(331)	**(19,407)**
Decrease from disposal of subsidiary	-	(1,854)	-	(2,473)	-	**(4,327)**
As at 31 December 2025	17,389	546,065	473,043	118,161	39,261	**1,193,919**
Accumulated depreciation						
As at 1 January 2025	(7,168)	(230,115)	(259,611)	(91,143)	(15,450)	**(603,487)**
Charge for the year	(820)	(41,824)	(39,848)	(12,053)	(4,315)	**(98,860)**
Disposals	413	9,365	1,570	6,130	331	**17,809**
Decrease from disposal of subsidiary	-	872	-	2,211	-	**3,083**
As at 31 December 2025	(7,575)	(261,702)	(297,889)	(94,855)	(19,434)	**(681,455)**
Net book value						
As at 1 January 2025	11,509	250,708	174,943	27,429	23,876	**488,465**
As at 31 December 2025	9,814	284,363	175,154	23,306	19,827	**512,464**

As at 31 December 2025, historical cost of tangible fixed assets that were fully depreciated but still in use was VND176,663 million (as at 31 December 2024: VND130,072 million).

10.2 Intangible fixed assets

	Indefinite land use rights VND million	Software VND million	Others VND million	Total VND million
Historical cost				
As at 1 January 2025	540,735	609,018	13,448	**1,163,201**
New purchases	-	189,307	-	**189,307**
Disposals	(6,378)	(2,985)	-	**(9,363)**
Decrease from disposal of subsidiary	-	-	(5,292)	**(5,292)**
As at 31 December 2025	534,357	795,340	8,156	**1,337,853**
Accumulated amortisation				
As at 1 January 2025	-	(274,287)	(10,349)	**(284,636)**
Charge for the year	-	(81,184)	(716)	**(81,900)**
Disposals	-	1,656	-	**1,656**
Decrease from disposal of subsidiary	-	-	3,907	**3,907**
As at 31 December 2025	-	(353,815)	(7,158)	**(360,973)**
Net book value				
As at 1 January 2025	540,735	334,731	3,099	**878,565**
As at 31 December 2025	534,357	441,525	998	**976,880**

As at 31 December 2025, historical cost of intangible fixed assets that were fully amortised but still in use was VND60,449 million (as at 31 December 2024: VND58,870 million).

11 OTHER ASSETS

11.1 Other receivables

	31/12/2025 VND million	31/12/2024 VND million
Receivables from card organisations	733,833	138,139
Construction in progress	265,817	226,778
Asset exploitation right authorised to the subsidiary	248,509	254,425
Advances for operating activities	192,381	157,723
Receivables from the outright non-recourse purchases of L/C documents issued by other credit institutions (*)	-	1,056,000
Others	201,557	369,748
	1,642,097	**2,202,813**

(*) This balance refers to transactions where the Bank purchased and received documents under L/C issued by other credit institutions before the maturity date and which has not yet been paid from customers (the beneficiary of the documents).

11.2 Fee and interest income receivables

	31/12/2025 VND million	31/12/2024 VND million
Interest receivables from credit activities	2,093,888	1,986,372
Interest receivables from investment securities	503,593	343,717
Interest receivables from deposits at other credit institutions	227,225	139,721
Other interests and fees receivables	267,232	111,803
	3,091,938	**2,581,613**

11.3 Other assets

	31/12/2025 VND million	31/12/2024 VND million
Prepaid interest for customer deposits	1,216,304	710,728
Prepaid expenses awaiting for allocations (*)	1,119,646	1,263,119
Collateral assets awaiting for resolutions	149,278	139,987
Goodwill (**)	-	267,021
	2,485,228	**2,380,855**

(*) Prepaid expenses mainly related to premises rental expenses, system maintenance expenses, repair and maintenance expenses.

(**) Movements of goodwill during the year were as follows:

	Post and Telecommunication Finance Company Limited VND million
Historical cost	
As at 1 January 2025	712.055
Decrease from disposal of subsidiary	(712.055)
As at 31 December 2025	-
Accumulated amortisation	
As at 1 January 2025	(445.034)
Charges during the year	(5.934)
Decrease from disposal of subsidiary	450.968
As at 31 December 2025	-
Carrying value	
As at 1 January 2025	267.021
As at 31 December 2025	-

11.4 Analysis of quality of other assets classified as credit-risk bearing assets

	31/12/2025 VND million	31/12/2024 VND million
Current	-	1,056,000

11.5 Provision for losses on other assets

	31/12/2025 VND million	31/12/2024 VND million
Provisions for losses on other assets	29,253	29,277

12 BORROWINGS FROM THE GOVERNMENT AND THE SBV

	31/12/2025 VND million	31/12/2024 VND million
Government bonds repo transactions with the SBV	18,785,103	-
Other borrowings	2,034,277	2,064,483
	20,819,380	**2,064,483**

13 PLACEMENTS AND BORROWINGS FROM OTHER CREDIT INSTITUTIONS

13.1 Placements from other credit institutions

	31/12/2025 VND million	31/12/2024 VND million
Demand deposits		
- *In VND*	16,793,280	10,514,081
- *In foreign currencies*	7	-
	16,793,287	10,514,081
Term deposits		
- *In VND*	66,145,900	41,697,920
- *In foreign currencies*	2,360,430	3,683,145
	68,506,330	45,381,065
	85,299,617	**55,895,146**

13.2 Borrowings from other credit institutions

	31/12/2025 VND million	31/12/2024 VND million
Denominated in VND	2,944,857	12,183,065
In which:		
- *Discounting and re-discounting borrowings*	-	*6,993,632*
Denominated in foreign currencies (*)	19,036,532	17,225,440
	21,981,389	**29,408,505**

(*) As at 31 December 2025 and as at 31 December 2024, the balance included convertible loans from the International Finance Corporation ("IFC") amounting to USD75 million with 5-year term and the maturity date on 14 October 2027 and a convertible loan from the Norwegian Investment Fund for Developing Countries ("Norfund") amounting to USD30 million with 4-year term and the maturity date on 24 November 2028. IFC and Norfund may convert all or part of these loans into shares of the Bank during the loan term.

13.3 Annual interest rates applied for these balances as at:

	31/12/2025 %	31/12/2024 %
Term deposits in VND	4.50 - 9.50	3.80 - 6.35
Term deposits in foreign currencies	3.80 - 4.20	4.70 - 4.95
Borrowings in VND	4.99 - 8.25	4.00 - 10.00
Borrowings in foreign currencies	4.41 - 7.42	3.80 - 6.35

14 DEPOSITS FROM CUSTOMERS

14.1 By types of deposits

	31/12/2025 VND million	31/12/2024 VND million
Demand deposits	26,113,574	31,560,724
- *In VND*	*19,152,410*	*30,592,350*
- *In foreign currencies*	*6,961,164*	*968,374*
Term deposits	162,322,272	135,664,655
- *In VND*	*161,703,841*	*135,262,759*
- *In foreign currencies*	*618,431*	*401,896*
Specialised fund deposits	365,197	379,872
Marginal deposits	3,006,172	714,913
	191,807,215	**168,320,164**

14.2 By types of customers, businesses

	31/12/2025 VND million	31/12/2024 VND million
Households and individuals	110,008,896	92,768,783
Other joint stock companies	32,539,448	34,601,355
Other limited liability companies	23,258,009	19,298,067
State-owned enterprises	16,122,066	14,821,908
Joint stock companies with more than 50% state ownership	7,905,503	5,034,134
Foreign invested enterprises	1,221,106	1,038,783
Private enterprises	152,936	88,428
Cooperatives and inter-cooperatives	31,464	49,722
Partnership companies	339	2,213
Others	567,448	616,771
	191,807,215	**168,320,164**

14.3 Annual interest rates applied for these balances as at:

	31/12/2025 %	31/12/2024 %
Demand deposits in VND	0.10 - 0.50	0.10 - 0.50
Demand deposits in foreign currencies	0.00	0.00
Term deposits, savings deposits in VND	0.10 - 7.50	0.50 - 6.75
Term deposits, savings deposits in foreign currencies	0.00	0.00
Marginal deposits in VND	0.00 - 7.00	0.00 - 7.00
Marginal deposits in foreign currencies	0.00	0.00
Specialised funds deposits in VND	0.10 - 0.50	0.10 - 0.50
Specialised funds deposits in foreign currencies	0.00	0.00

15 DERIVATIVES AND OTHER FINANCIAL ASSETS/LIABILITIES

	Total contract value (using exchange rate at contract effective date) VND million	Net book value (at exchange rate at reporting date) Assets VND million	Net book value (at exchange rate at reporting date) Liabilities VND million
As at 31 December 2025			
Currency derivative financial instruments			
• Currency forward contracts	50,569,057	113,316	229,675
• Currency swap contracts	102,991,385	388,837	352,238
Other derivative financial instruments			
• Cross currency swap contracts	2,284,700	-	180,638
	155,845,142	502,153	762,551
Net amount			**260,398**
As at 31 December 2024			
Currency derivative financial instruments			
• Currency forward contracts	13,379,356	7,868	154,598
• Currency swap contracts	86,670,810	469,243	450,891
Other derivative financial instruments			
• Cross currency swap contracts	3,805,166	9	175,205
	103,855,332	477,120	780,694
Net amount			**303,574**

16 VALUABLE PAPERS IN ISSUE

	31/12/2025 VND million	31/12/2024 VND million
Certificates of deposit in VND		
• Less than 1 years	25,300,000	29,000,000
• From 1 year to 5 years	-	200,200
Bonds in VND		
• From 5 years and above	750,000	1,250,000
Bonds in USD		
• From 1 year to 5 years (*)	3,934,050	-
	29.984.050	**30,450,200**

(*) As at 31 December 2025, the balance includes non-convertible, unsecured, warrant-free private placement of bonds with 5-year terms issued in the international market to counterparties including the Asian Infrastructure Investment Bank ("AIIB") with the amount of USD 75 million and IFC with the amount of USD 75 million. The Bank received the Official Letter No. 7802/UBCK-QLCB dated 21 November 2025 from the State Securities Commission acknowledging receipt of the Bank's international bond offering documents. The Bank completed the bond issuance on 28 November 2025.

16 VALUABLE PAPERS IN ISSUE *(continued)*

Annual interest rates applied for the valuable papers in issue of the Bank was as follows:

	31/12/2025 %	31/12/2024 %
Certificates of deposit less than 1 year in VND	5.10 - 6.80	5.10 - 5.70
Certificates of deposit from 1 year to 5 years in VND	None	5.50
Bonds from 5 years and above in VND	6.60	6.60 - 9.00
Bonds from 1 year to 5 years in USD	5.93	None

17 OTHER LIABILITIES

17.1 Interest and fee payables

	31/12/2025 VND million	31/12/2024 VND million
Interest payables for deposits	2,726,592	2,096,386
Interest payables for borrowings	621,675	340,174
Interest payables for valuable papers in issue	434,515	369,636
Interest payables for forward, swap contracts	214,452	89,228
Interest payables for other credit activities	-	26,853
	3,997,234	**2,922,277**

17.2 Other liabilities

	31/12/2025 VND million	31/12/2024 VND million
Internal payables	467,392	18,497
Bonus and welfare fund (*)	374,599	211,157
External payables		
• Taxes and other payables to the State (Note 33)	850,341	856,402
• Other external payables	228,922	244,568
	1,921,254	**1,330,624**

(*) Movements of Bonus and welfare fund during the year were as follows:

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Beginning of year	211,157	144,982
Appropriation during the year (Note 18)	235,000	110,010
Utilisations during the year	(71,558)	(43,835)
End of year	**374,599**	**211,157**

18 OWNERS' EQUITY

18.1 Movements in owners' equity

			Funds of credit institution				
	Owners' capital	Share premium	*Financial reserve*	*Reserve to supplement charter capital*	*Total reserve*	Undistributed earning	Total
	VND million	VND million	*VND million*	*VND million*	*VND million*	VND million	VND million
As at 1 January 2024	**24.957.000**	**106.167**	***1.318.509***	***396.830***	***1.715.339***	**3.518.333**	**30.296.839**
Net profit for the year	-	-	-	-	-	4.816.026	**4.816.026**
Share dividends	3.290.000	-	-	-	-	(3.290.000)	**-**
Increase of capital from share premium	103.000	(103.000)	-	-	-	-	**-**
Appropriation to reserves	-	-	*475.466*	*475.466*	*950.932*	(950.932)	**-**
Appropriation to bonus and welfare fund (Note 17.2)	-	-	-	-	-	(110.010)	**(110.010)**
As at 31 December 2024	**28.350.000**	**3.167**	***1.793.975***	***872.296***	***2.666.271***	**3.983.417**	**35.002.855**
Net profit for the year	-	-	-	-	-	5.509.539	**5.509.539**
Increase of capital from shares issued under employee stock ownership plan (i)	100.000	-	-	-	-	-	**100.000**
Appropriation to reserves	-	-	*490.253*	*544.728*	*1.034.981*	(1.034.981)	**-**
Appropriation to bonus and welfare fund (Note 17.2) (ii)	-	-	-	-	-	(235.000)	**(235.000)**
Other decrease	-	-	-	-	-	(4.800)	**(4.800)**
As at 31 December 2025	**28.450.000**	**3.167**	***2.284.228***	***1.417.024***	***3.701.252***	**8.218.175**	**40.372.594**

(i) The Resolution of the General Meeting of Shareholders dated 21 June 2024 and the Board of Directors' Resolution No. 494/2024/NQ-HDQT dated 21 June 2024 approved the implementation of a share issuance plan to increase charter capital. On 28 June 2024, the SBV issued the Official Letter No. 5373/NHNN-TTGSNH approving the Bank's increase in charter capital by the issuance of shares to employees of the Bank under employee stock ownership plan with a total value of VND450 billion.

On 6 March 2025, the State Securities Commission issued the Notification No. 69/UBCK-QLCB confirming receipt of the report on the results of the share issuance under the employee stock ownership plan, following the Report No. 191/2025/BC-SeABank dated 25 February 2025, with a total of 10,000,000 shares issued equivalent to VND100 billion. The SBV issued the Decision No. 2206/QĐ-NHNN dated 28 May 2025, regarding the update of charter capital information in the Establishment and Operation Licence of the Bank to VND28,450 billion.

(ii) The Resolution of the General Meeting of Shareholders dated 25 April 2025 approved an appropriation to the bonus and welfare fund of VND235 billion.

18.2 Shares

(a) Details of shareholders

	As at 31.12.2025		As at 31.12.2024	
	Ordinary shares VND million	%	Ordinary shares VND million	%
Charter capital owned by shareholders	28,450,000	100,00	28,350,000	100,00

As at 31 December 2025, the Bank did not have any shareholder holding of 5% or more its charter capital.

(b) Number of shares

	31.12.2025		31.12.2024	
	Ordinary shares	Preference shares	Ordinary shares	Preference shares
Number of shares registered, issued and in circulation	2,845,000,000	-	2,835,000,000	-

(c) Movements in share capital

	Number of ordinary shares	Ordinary shares by par value VND million
As at 1 January 2024	2,495,700,000	24,957,000
New shares issued	339,300,000	3,393,000
As at 31 December 2024	2,835,000,000	28,350,000
New shares issued	10,000,000	100,000
As at 31 December 2025	**2,845,000,000**	**28,450,000**

All ordinary shares of the Bank have a par value of VND 10,000. Each share is entitled to one vote at shareholders meetings of the Bank. Share dividends are issued to existing shareholders using the method of exercise rights. All ordinary shares are ranked equally with regard to the Bank's residual assets.

(d) Basic earnings per share

Basic earnings per share is calculated by dividing the net profit attributable to shareholders after deducting the appropriations to bonus and welfare fund and preferred shares dividend by the weighted average number of ordinary shares outstanding during the year, adjusted for bonus shares issued during the year after deducting the treasury shares (if any). Details were as follows:

	For the year ended	
	31/12/2025	31/12/2024 Recalculated (**)
Net profit attributable to shareholders (VND million)	5.509.539	4.816.026
Adjustments to appropriation to bonus and welfare fund (VND million) (*)	(165.286)	(235.000)
	5.344.253	4.581.026
Weighted average of ordinary shares outstanding at the reporting date (shares)	2.843.246.575	2.835.000.000
Basic earnings per share (VND/share)	**1.880**	**1.616**

As at the date of the consolidated financial statements, the Bank estimated that the amount allocated to the bonus and welfare fund for the year ended 31 December 2025 was equal to 3% of net profit for the year. The actual amount will be approved by the Annual General Meeting of Shareholders in 2026 and may differ from this estimated amount.

	For the year ended 31.12.2024		
	As previously reported	Adjustments	As recalculated
Net profit attributable to shareholders (VND million)	4,816,026	-	4,816,026
Adjustments to appropriation to bonus and welfare fund (VND million) (**)	(144,481)	(90,519)	(235,000)
	4,671,545	(90,519)	4,581,026
Weighted average of ordinary shares outstanding at the reporting date (shares)	2,835,000,000	-	2,835,000,000
Basic earnings per share (VND/share)	**1.648**	**(32)**	**1.616**

(**) Net profit attributable to shareholders was adjusted by the appropriation to bonus and welfare fund acccording to the Resolution of Annual General Meeting of Shareholders dated 25 April 2025.

(e) Diluted earnings per shares

The Bank did not have any potential dilutive ordinary shares during the year and up to the date of these consolidated financial statements. Accordingly, diluted earnings per share are equal to basic earnings per share. The convertible loans (Note 13.2) do not affect the diluted earnings per share because as at the date of these consolidated financial statements, the number of shares that may be issued upon conversion can not be determined.

19 INTEREST AND SIMILAR INCOME

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Interest income from loans	18,694,913	18,031,205
Interest income from deposits	3,595,802	1,678,542
Interest income from debt securities investments	1,935,737	729,057
Income from guarantees	132,939	127,887
Other income from credit activities	210,502	149,914
	24,569,893	**20,716,605**

20 INTEREST AND SIMILAR EXPENSES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Interest expenses from deposits	10,920,722	7,884,456
Interest expenses from borrowings	2,056,968	1,596,459
Interest expenses from valuable papers in issue	1,741,146	939,258
Other expenses from credit activities	147,223	330,022
	14,866,059	**10,750,195**

21 FEE AND COMMISSION INCOME

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Settlement services	361,047	496,228
Insurance agency services and other related support fees	173,126	235,083
Other services	525,935	617,972
	1,060,108	**1,349,283**

22 FEE AND COMMISSION EXPENSES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Expenses for settlement services	131,927	106,004
Expenses for treasury services	16,947	18,295
Expenses for other services	185,950	113,289
	334,824	**237,588**

23 NET GAIN FROM TRADING IN FOREIGN CURRENCIES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Income from trading in foreign currencies		
• Income from foreign currency spot trading	976,102	781,860
• Income from gold trading	4,085	1,533
• Income from currency derivatives instruments	472,020	776,351
	1,452,207	1,559,744
Expenses for trading of trading securities		
• Expenses from foreign currency spot trading	(38,289)	(39,027)
• Expenses from gold trading	-	(54)
• Expenses from currency derivatives instruments	(986,284)	(950,082)
	(1,024,573)	(989,163)
	427,634	**570,581**

24 NET GAIN/(LOSS) FROM TRADING OF TRADING SECURITIES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Gain from trading of trading securities	985,467	1,242,784
Loss from trading of trading securities	(757,671)	(1,412,675)
Provision for loss on trading securities	(10,390)	(2,250)
Net gain/(loss) from trading of trading securities	**217,406**	**(172,141)**

25 NET GAIN FROM TRADING OF INVESTMENT SECURITIES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Gain from trading investment securities	425,700	1,000,236
Loss from trading investment securities	(393,850)	(427,608)
Reversal of provisions/(provisions) for loss on investment securities (Note 8.6)	236,871	(251,221)
Net gain from trading of investment securities	**268,721**	**321,407**

26 NET INCOME FROM OTHER ACTIVITIES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Income from other activities		
Income from bad debts previously written off	136,089	592,417
Income from other derivatives	118,100	164,141
Income from other activities	105,667	46,008
	359,856	802,566
Expenses for other activities		
Expenses for other derivatives	(139,594)	(172,560)
Expenses for other activities	(70,479)	(20,404)
	(210,073)	(192,964)
Net income from other activities	**149,783**	**609,602**

27 INCOME FROM INVESTMENTS IN OTHER ENTITIES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Income from transfer of subsidiary (*)	2,607,318	-
Dividends received from other long-term investments	13,710	1,445
	2,621,028	**1,445**

(*) On 3 February 2025, the Bank completed the transfer of 100% of its capital contribution in Post and Telecommunication Finance Company Limited to the transferee, AEON Financial Service Co., Ltd. with the transfer price of VND4,300 billion. The Bank received the full amount and recognised income in the consolidated income statement for the year. On 17 July 2025, the Bank and AEON Financial Service Co., Ltd. signed an agreement to liquidate the capital transfer contract.

28 GENERAL AND ADMINISTRATIVE EXPENSES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Tax, duties and fees	36,480	108,046
Staff expenses	2,699,925	2,113,460
- *Salaries and allowance*	*2,033,360*	*1,954,954*
- *Salary related contribution*	*128,636*	*120,948*
- *Benefits in kind*	*163*	*379*
- *Other expenses for employees*	*537,766*	*37,179*
Expenses for assets	847,813	774,028
- *Rental expenses*	*340,086*	*333,616*
- *Repair and maintenance expenses*	*297,796*	*255,656*
- *Depreciation and amortisation*	*180,760*	*140,309*
- *Others*	*29,171*	*44,447*
Administrative expenses	625,357	705,592
- *Conference, receptionist and guest expenses*	*250,780*	*196,495*
- *Professional services*	*95,700*	*122,384*
- *Per diem*	*40,091*	*42,927*
- *Postage and telephone expenses*	*37,888*	*40,318*
- *Other expenses*	*200,898*	*303,468*
Insurance premiums expenses for deposits from customers	142,988	135,804
Goodwill amortisation	5,934	71,206
Others	300,956	222,082
	4,659,453	**4,130,218**

29 PROVISIONS FOR CREDIT LOSSES EXPENSES

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
General provisions	231,537	214,464
Specific provisions	2,354,311	2,024,918
	2,585,848	**2,239,382**

30 CIT

The CIT on the Bank and its subsidiary's profit before tax differs from theoretical amount that would arise using the applicable tax rate of 20% as follows:

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Accounting profit before tax	6,868,389	6,039,399
Tax calculated at a rate of 20%	1,373,678	1,207,880
Adjustments for:		
• Income not subject to tax	(2,742)	(289)
• Expenses not deductible for tax purposes	191	1,282
• Adjustments for tax payables in the previous year	-	259
• Adjustments for profit from consolidation	(12,277)	14,241
CIT expenses	1,358,850	1,223,373
Charged to the consolidated income statement:		
• CIT - current	1,358,850	1,223,373
• CIT - deferred	-	-
CIT expenses (*)	**1,358,850**	**1,223,373**

(*) The current CIT charge for the year is based on estimated taxable income and is subject to review and possible adjustments by the tax authorities.

31 CASH AND CASH EQUIVALENTS

	31/12/2025 VND million	31/12/2024 VND million
Cash and cash equivalent	1,040,608	963,723
Balances with the SBV	24,472,475	11,299,668
Placements with other credits institutions (including demand deposits and term deposits with original maturity of 3 months or less)	91,266,961	67,919,703
SBV's treasury bills with original maturity of 3 months or less	-	2,000,000
	116,780,044	**82,183,094**

32 EMPLOYEES' REMUNERATION

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Total average number of employees (headcounts)	5,396	5,562
Employees remuneration		
Total salary fund	2,033,360	1,954,954
Other income	12,553	54,767
	2,045,913	**2,009,721**
Average monthly salary (VND million/person)	31.40	29.29
Average monthly income (VND million/person)	31.60	30.11

33 OBLIGATIONS TO THE STATE

Items	As at 1.1.2025 VND million	Movements during the year: Payables VND million	Payments VND million	Decrease from disposal of subsidiary VND million	As at 31.12.2025 VND million
CIT	812,283	1,358,850	(1,331,130)	(14,212)	825,791
Personal income tax	13,270	213,600	(211,119)	(1,685)	14,066
Value added tax	30,849	104,094	(124,423)	(36)	10,484
Other taxes	-	88,761	(88,761)	-	-
	856,402	**1,765,305**	**(1,755,433)**	**(15,933)**	**850,341**

34 ASSETS, VALUABLE PAPERS HELD AS COLLATERALS AND FOR DISCOUNTING, REDISCOUNTING

34.1 Assets, valuable papers received as collaterals and for discounting and rediscounting

	31/12/2025 VND million	31/12/2024 VND million
Of customers:		
• Real estates	288,383,723	328,199,221
• Valuable papers	30,600,049	75,836,085
• Movable assets	23,213,018	8,735,928
• Other assets	203,594,593	84,579,205
	545,791,383	**497,350,439**

34.2 Assets, valuable papers placed as collaterals and for discounting and rediscounting

	31/12/2025 VND million	31/12/2024 VND million
Trading securities	7,320,000	2,085,000
- *Government bonds*	*7,320,000*	*2,085,000*
Available-for-sale investment securities	16,125,000	6,906,000
- *Government bonds*	*14,410,000*	*4,998,000*
- *Bonds issued by other local credit institutions*	*1,715,000*	*1,908,000*
	23,445,000	**8,991,000**

35 COMMITMENTS

Total amount of effective commitments outstanding as at the consolidated statement of financial position date was as follows:

	31/12/2025 VND million	31/12/2024 VND million
Foreign exchange transactions commitments		
- *Buying foreign currency commitments*	*1,884,164*	*355,614*
- *Selling foreign currency commitments*	*525,072*	*863,634*
- *Swap commitments - outbound (foreign currencies and VND)*	*132,698,971*	*87,067,580*
- *Swap commitments - inbound (foreign currencies and VND)*	*132,861,185*	*87,049,229*
L/C commitments	7,591,049	2,228,158
- *At sight L/C*	*2,084,668*	*1,299,253*
- *Usance L/C*	*5,982,405*	*1,044,329*
- *Less: Marginal deposits*	*(476,024)*	*(115,424)*
Other guarantees	14,175,422	8,516,675
- *Payment guarantees*	*8,438,304*	*2,810,751*
- *Contract performance guarantees*	*2,418,460*	*1,739,524*
- *Bidding guarantees*	*294,414*	*395,978*
- *Other guarantees*	*5,318,668*	*3,970,349*
- *Less: Marginal deposits*	*(2,294,424)*	*(399,927)*
Other commitments	13,413,700	13,106,548
- *Cross currency swap contracts*	*4,750,038*	*8,150,314*
- *Sale and purchase of valuable paper contracts*	*8,663,662*	*4,956,234*

36 OTHER OFF-STATEMENT OF CONSOLIDATED FINANCIAL POSITION ITEMS

36.1 Interests and fees receivables not yet collected

	31/12/2025 VND million	31/12/2024 VND million
Interest receivables from loans not yet collected	2,347,894	3,085,932
Interest receivables from investments not yet collected	17,234	284,234
Fee receivables not yet collected	231	37
	2,365,359	**3,370,203**

36.2 Bad debts written-off

	31/12/2025 VND million	31/12/2024 VND million
Principal balances of written-off loans under monitoring	7,539,653	6,000,109
Interest balances of written-off loans under monitoring	8,344,166	8,056,396
	15,883,819	**14,056,505**

36.3 Other assets and documents

	31/12/2025 VND million	31/12/2024 VND million
Leased assets	1,263,489	1,358,634
Precious metals and stones kept-on-behalf	6,952	15,649
Other valuable documents under custody	4,644	3,944
	1,275,085	**1,378,227**

37 CONCENTRATIONS OF ASSETS, LIABILITIES AND OFF-BALANCE SHEET ITEMS BY GEOGRAPHICAL AREA

	Placements with and loans to other credit institutions VND million	Loans to customers (*) VND million	Trading and investment securities (*) VND million	Long-term investments (*) VND million	Deposits and borrowings from other credit institutions VND million	Deposits from customers VND million	Derivatives (**) VND million	Valuable papers in issue VND million	Credit commitment (**) VND million
As at 31 December 2025									
Domestic	86,785,815	236,824,928	37,013,520	59,070	88,244,474	191,730,014	155,793,120	26,050,000	24,536,919
Overseas	4,661,146	222,172	-	-	19,036,532	77,201	52,022	3,934,050	-
	91,446,961	**237,047,100**	**37,013,520**	**59,070**	**107,281,006**	**191,807,215**	**155,845,142**	**29,984,050**	**24,536,919**
As at 31 December 2024									
Domestic	69,677,648	209,045,993	28,851,879	62,432	68,090,229	168,255,216	103,855,332	30,450,200	11,260,184
Overseas	566,315	308,650	-	-	17,213,422	64,948	-	-	-
	70,243,963	**209,354,643**	**28,851,879**	**62,432**	**85,303,651**	**168,320,164**	**103,855,332**	**30,450,200**	**11,260,184**

(*) These items do not include provisions.

(**) Total contract value.

38 RELATED PARTY DISCLOSURES

Details of the key related parties and relationship are given as below:

Related party	Relationship
Thang Long GTC Joint Stock Company	Common BoD member
BRG Group Joint Stock Company and its subsidiaries	Common BoD member
Vietnam Aircraft Leasing Joint Stock Company	Common BoD member
North Hanoi Smart City Development Investment Joint Stock Company	Common BoD member
Members of the BoD, the Board of Supervision, the Board of Management and their related parties	Key management personnel

38.1 Related party transactions

The major transactions with related parties incurred during the year were as follows:

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Thang Long GTC Joint Stock Company		
Interest expenses on deposits	27,611	15,768
BRG Group Joint Stock Company and its subsidiaries		
Interest expenses on deposits	18,960	22,134
Fee income from guarantees	-	1
Vietnam Aircraft Leasing Joint Stock Company		
Interest expenses on deposits	72,864	19,618
Interest income from loans	-	100
North Hanoi Smart City Development Investment Joint Stock Company		
Interest expenses on deposits	79,157	201,912
Interest income from loans	362,366	4,418
Fee income from guarantees	305	-
Salary, bonus and remuneration for key management personnel		
Remuneration of members of the Board of Directors (i)	29,403	22,519
Remuneration of members of the Board of Supervision	9,219	5,060
Salary, bonus and remuneration of the General Director and other members of the Board of Management	45,123	30,553
	83,745	58,132

(i) Details of remuneration/salary paid to the BoD's members during the year were as follows:

	For the year ended	
	31/12/2025 VND million	31/12/2024 VND million
Chairman	7,000	6,000
Permanent Vice Chairwoman	6,300	5,400
2 Vice Chairwoman	9,002	7,161
Mr. Fergus Macdonald Clark - Independent BoD member	1,885	1,404
Mr. Matthew Sander Hosford - Independent BoD member (appointed on 25/04/2025)	1,050	-
Mr. Mathew Nevil Welch - BoD member	1,752	1,200
Ms. Tran Thi Thanh Thuy - BoD member (appointed on 17/04/2024)	2,414	953
Ms. Ngo Thi Nhai - BoD member (resigned on 16/04/2024)	-	401
	29,403	**22,519**

The above remunerations/salary are presented on the basis of actual receipts after withholding personal income tax in accordance with current regulations.

38.2 Year-end balances with related parties

	31/12/2025 VND million	31/12/2024 VND million
Thang Long GTC Joint Stock Company		
Demand deposits at the Bank	2,957	10,350
Term deposits at the Bank	1,110,500	419,900
Accrued interest expenses on deposits	8,795	5,376
BRG Group Joint Stock Company and its subsidiaries		
Demand deposits at the Bank	106,865	130,614
Term deposits at the Bank	995,901	1,060,830
Accrued interest expenses on deposits	6,602	7,668
Vietnam Aircraft Leasing Joint Stock Company		
Demand deposits at the Bank	4,395,564	6
Term deposits at the Bank	1,571,400	949,495
Accrued interest expenses on deposits	36,570	9,353
North Hanoi Smart City Development Investment Joint Stock Company		
Demand deposits at the Bank	1,337,444	15,526,074
Term deposits at the Bank	990,000	-
Accrued interest expenses on deposits	18,856	-
Borrowings from the Bank	4,300,000	4,300,000
Accrued interest income from loans	366,784	4,418

39 FINANCIAL RISK MANAGEMENT

39.1 Risk management policies relating to financial instruments

This note provides information of the Bank exposure to risk and describes the policies, the methods used by the Bank's management to control risk. The most important types of financial risks to which the Bank is exposed to are market risk, credit risk, liquidity risk. In addition, the Bank also faces operational risks.

Risk management structure

Board of Directors:
- responsible for overseeing the overall risk management process in the Bank.

Risk Management Committee:
- advises the Board of Directors in issuing processes and policies under the authority of the Board of Directors related to risk management in banking operations.
- analyses and issues warnings on the Bank's safety level against risks, potential risks that may affect and preventive measures for these risks in the short and long term.
- review, evaluate the suitability and effectiveness of the Bank's current risk management processes and policies to make recommendations and proposals to the Board of Directors on requirements for changes to current processes, policies, and operational strategies.

Board of Supervision:
- responsible for overseeing executive management activities in compliance with legal regulations and the Bank's internal policies in the development and implementation of risk management strategies.

Internal audit:
- audit the Bank's operating procedures according to the annual internal audit plan, to check their completeness and compliance.
- discuss the results of the assessment with the Board of Directors and report the findings and recommendations to the Board of Supervision.

Risk reporting and measurement system

Risk monitoring and management are mainly carried out based on limits set by the Bank and comply with the prudential regulations of the SBV. These limits reflect the Bank's business strategy and market environment as well as the level of risk that the Bank is willing to accept. Combined information from business activities is checked and processed to analyse, control and detect risks earlier. The Board of Management will receive a quarterly summary report providing all the necessary information for assessing and drawing conclusions on the Bank's risks.

39.2 Credit risk

Credit risk is the risk of financial loss due to the Bank's customer or counterparty being unable or unwilling to deliver on its payment obligations under a contract or agreement with the Bank. The Bank's customer or counterparty in this case (including credit institutions and foreign bank branches) has relationship with the Bank in term of being granted credit (including entrusted loans), receiving deposits and issuing corporate bonds.

The credit risk that the Bank exposes arises from the Bank's loans to customers. The level of credit risk is reflected in the carrying value of the assets in the consolidated statement of financial positions. In addition, the Bank also exposes credit risks from off-balance sheet in the form of credit commitments and guarantee commitments.

The concentration of credit risk (whether on- or off-balance sheet) arising from financial instruments exists in each groups of counterparties when these groups have similar economic characteristics that may cause the ability of these groups to repay their debts to be similarly affected by changes in economic or other conditions.

The main concentrations of credit risk arising by region and by type of customer relate to the Bank's investment, lending and advances, credit commitments and guarantees activities.

39.2.1 Credit risk management and mitigation policies

The Bank controls and manages credit risk by setting credit limits that are consistent with the level of risk the Bank is willing to accept for each customer and for each geographical and industry sector, and by monitoring exposures against those limits.

The Bank has established a credit review process that enables early detection of changes in customer creditworthiness, including regular collateral reviews. Credit limits for each customer are established through the use of a credit rating system, in which each customer is assigned a risk level. This risk level is subject to regular revision and updating.

In order to minimise the risk of concentration of credit, the Bank has policies and procedures in place, including specific guidelines for diversification of its portfolio. Accordingly, the concentration of credit risk is controlled and managed. The Bank also applies selective risk mitigation measures for industries and other relevant factors.

39.2.2 Maximum exposure to credit risk before collateral held or other credit enhancements

The maximum exposure to credit risk is the carrying amounts on the consolidated statement of financial position as well as off balance sheet financial instruments, without taking into account any collateral held or other credit enhancements. For contingent liabilities, the maximum exposure to credit risk is the maximum amount that the Bank and its subsidiary would have to pay if the obligations of the instruments issued are called upon. For credit commitments, the maximum exposure to credit risk is the full amount of the undrawn credit facilities granted to customers.

	31/12/2025 VND million	31/12/2024 VND million
Credit risk exposures relating to assets in the consolidated statement of financial position:		
Placements with and loans to other credit institutions	91,446,961	70,243,963
Trading securities (Note 6.4)	3,731,450	4,123,920
Loans to customers (Note 7.3)	237,047,100	209,354,643
Investment securities (Note 8.4)	9,663,550	6,909,815
Other financial assets	4,307,681	4,784,426
	346,196,742	295,416,767
Credit risk exposures relating to off-statement of consolidated financial position items:		
Financial guarantee contracts	16,469,846	8,916,602
L/C commitments	8,067,073	2,343,582
	24,536,919	11,260,184
	370,733,661	**306,676,951**

39.2.3 Collaterals assets held

The details of collateral assets held as at 31 December 2025 and as at 31 December 2024 are presented in Note 34.1.

39.2.4 Credit quality

Analysis of credit quality of credit risk bearing assets at the carrying amount as at the reporting date were as follows:

	As at 31.12.2025					
	Placements with and loans to other credit institutions VND million	Trading securities VND million	Loans to customers VND million	Investment securities VND million	Other financial assets VND million	Total VND million
Balances neither past due nor impaired	91,446,961	3,731,450	230,528,257	9,613,092	4,278,428	**339,598,188**
Balances past due but not impaired	-	-	473,679	-	-	**473,679**
Balances impaired	-	-	6,045,164	50,458	29,253	**6,124,875**
	91,446,961	3,731,450	237,047,100	9,663,550	4,307,681	**346,196,742**
Less: provisions						
General provisions	-	(12,640)	(1,750,156)	(63,129)	-	**(1,825,925)**
Specific provisions	-	-	(1,516,534)	(50,458)	-	**(1,566,992)**
Other provisions	-	-	-	-	(29,253)	**(29,253)**
	-	(12,640)	(3,266,690)	(113,587)	(29,253)	**(3,422,170)**
Net amount	**91,446,961**	**3,718,810**	**233,780,410**	**9,549,963**	**4,278,428**	**342,774,572**

Analysis of credit quality of credit risk bearing assets at the carrying amount as at the reporting date were as follows:

	As at 31.12.2024					
	Placements with and loans to other credit institutions VND million	Trading securities VND million	Loans to customers VND million	Investment securities VND million	Other financial assets VND million	Total VND million
Balances neither past due nor impaired	70,243,963	4,123,920	201,933,283	6,477,303	4,755,149	**287,615,672**
Balances past due but not impaired	-	-	2,202,819	-	-	**2,202,819**
Balances impaired	-	-	5,218,541	350,458	29,277	**5,598,276**
	70,243,963	4,123,920	209,354,643	6,827,761	4,784,426	**295,416,767**
Less: provisions						
General provisions	-	(2,250)	(1,548,258)	-	-	**(1,550,508)**
Specific provisions	-	-	(1,733,175)	(350,458)	-	**(2,083,633)**
Other provisions	-	-	-	-	(29,277)	**(29,277)**
	-	(2,250)	(3,281,433)	(350,458)	(29,277)	**(3,663,418)**
Net amount	**70,243,963**	**4,121,670**	**206,073,210**	**6,477,303**	**4,755,149**	**291,753,349**

39.3 Market risk

Market risk incurs when there are adverse movements of interest rate, exchange rate, gold price, stock price and commodity price in the market causing losses to the Bank and its subsidiary. Market risk includes foreign exchange risk, interest rate risk, equity risk and commodity risk.

39.3.1 Foreign exchange risk

The Bank and its subsidiary are exposed to currency risk in foreign currency transactions, mainly in USD. Foreign currency transactions give rise to gains or losses from dealing in foreign currencies and these foreign currency gains or losses are recognised in the consolidated income statement. The Bank and its subsidiary have established position limits for each currency based on the Bank's internal risk assessment system and the regulations of the SBV. The currency position is managed daily and the risk mitigation strategy is used by the Bank and its subsidiary to ensure that the currency position is maintained within the established limits. The tables below disclose the Bank and its subsidiary's assets and liabilities in book value and by currencies at year-end.

As at 31 December 2025	VND VND million	EUR VND million	USD VND million	Others VND million	Total VND million
Assets					
Cash on hand, gold, silver, precious stones	815,319	32,135	170,967	22,187	**1,040,608**
Balances with SBV	5,408,047	-	19,064,428	-	**24,472,475**
Placements with and loans to other credit institutions	82,609,367	50,867	8,432,735	353,992	**91,446,961**
Trading securities (*)	11,457,635	-	-	-	**11,457,635**
Loans to customers (*)	227,595,002	-	9,452,098	-	**237,047,100**
Investment securities (*)	25,555,885	-	-	-	**25,555,885**
Other long-term investments (*)	59,070	-	-	-	**59,070**
Fixed assets and investment properties	1,566,304	-	-	-	**1,566,304**
Other assets (*)	7,010,110	465	208,688	-	**7,219,263**
Total assets	**362,076,739**	**83,467**	**37,328,916**	**376,179**	**399,865,301**
Liabilities and equity					
Borrowings from the Government and the SBV	20,819,380	-	-	-	**20,819,380**
Deposits and borrowings from other credit institutions	85,884,038	-	21,396,968	-	**107,281,006**
Deposits from customers	183,862,963	55,783	7,629,215	259,254	**191,807,215**
Derivative financial instruments and other financial liabilities	(6,817,284)	18,614	7,025,660	33,408	**260,398**
Valuable papers in issue	26,050,000	-	3,934,050	-	**29,984,050**
Other liabilities	5,398,980	125	519,383	-	**5,918,488**
Capital and reserves	40,372,594	-	-	-	**40,372,594**
Total liabilities and equity	**355,570,671**	**74,522**	**40,505,276**	**292,662**	**396,443,131**
Net on-balance sheet position	**6,506,068**	**8,945**	**(3,176,360)**	**83,517**	**3,422,170**
Off-balance sheet commitment position	**-**	**-**	**1,369,202**	**(10,110)**	**1,359,092**
Net on/off balance sheet position	**6,506,068**	**8,945**	**(1,807,158)**	**73,407**	**4,781,262**

(*) These items do not include the provisions.

As at 31 December 2024	VND VND million	EUR VND million	USD VND million	Others VND million	Total VND million
Assets					
Cash on hand, gold, silver, precious stones	819,034	25,754	103,804	15,131	**963,723**
Balances with SBV	10,922,509	-	377,159	-	**11,299,668**
Placements with and loans to other credit institutions	50,312,570	17,516	19,767,638	146,239	**70,243,963**
Trading securities (*)	8,868,966	-	-	-	**8,868,966**
Loans to customers (*)	203,812,898	-	5,541,745	-	**209,354,643**
Investment securities (*)	19,982,913	-	-	-	**19,982,913**
Other long-term investments (*)	62,432	-	-	-	**62,432**
Fixed assets and investment properties	1,421,040	-	-	-	**1,421,040**
Other assets (*)	7,089,219	400	75,662	-	**7,165,281**
Total assets	**303,291,581**	**43,670**	**25,866,008**	**161,370**	**329,362,629**
Liabilities and equity					
Borrowings from the Government and the SBV	2,064,483	-	-	-	**2,064,483**
Deposits and borrowings from other credit institutions	64,395,066	-	20,908,585	-	**85,303,651**
Deposits from customers	166,559,433	39,791	1,618,827	102,113	**168,320,164**
Derivative financial instruments and other financial liabilities	(1,927,762)	-	2,199,608	31,728	**303,574**
Capital financed or entrusted for investments and borrowings that the Bank bears risk	1,020	-	-	-	**1,020**
Valuable papers in issue	30,450,200	-	-	-	**30,450,200**
Other liabilities	3,858,894	112	393,889	6	**4,252,901**
Capital and reserves	35,002,855	-	-	-	**35,002,855**
Total liabilities and equity	**300,404,189**	**39,903**	**25,120,909**	**133,847**	**325,698,848**
Net on-balance sheet position	**2,887,392**	**3,767**	**745,099**	**27,523**	**3,663,781**
Off-balance sheet commitment position	**-**	**-**	**(508,020)**	**-**	**(508,020)**
Net on/off balance sheet position	**2,887,392**	**3,767**	**237,079**	**27,523**	**3,155,761**

(*) These items do not include the provisions.

39.3.2 Interest rate risk

The Bank and its subsidiary's operations expose it to the risk of changes in interest rates when interest-earning assets and interest-bearing liabilities mature at different times or at different amounts. The tables below present the Bank and its subsidiary's assets and liabilities classified by their repricing period or maturity date at the year-end. The repricing date and expected maturity date may differ from the contractual date, in particular the maturity date of customer deposits.

As at 31 December 2025	Overdue VND million	Non-interest bearing VND million	Up to 1 month VND million	1-3 months VND million	3-6 months VND million	6-12 months VND million	1-5 years VND million	Over 5 years VND million	Total VND million
Assets									
Cash on hand, gold, silver, precious stones	-	1,040,608	-	-	-	-	-	-	**1,040,608**
Balances with SBV	-	24,472,475	-	-	-	-	-	-	**24,472,475**
Placements with and loans to other credit institutions	-	-	75,556,531	15,890,430	-	-	-	-	**91,446,961**
Trading securities (*)	-	-	11,457,635	-	-	-	-	-	**11,457,635**
Loans to customers (*)	6,486,672	1,971,176	102,124,293	37,507,256	58,462,417	27,927,945	2,567,341	-	**237,047,100**
Investment securities (*)	50,458	-	100,440	1,053,536	5,023,563	3,435,553	386,763	15,505,572	**25,555,885**
Other long-term investments (*)	-	59,070	-	-	-	-	-	-	**59,070**
Fixed assets and investment properties	-	1,566,304	-	-	-	-	-	-	**1,566,304**
Other assets (*)	29,253	7,190,010	-	-	-	-	-	-	**7,219,263**
Total assets	**6,566,383**	**36,299,643**	**189,238,899**	**54,451,222**	**63,485,980**	**31,363,498**	**2,954,104**	**15,505,572**	**399,865,301**
Liabilities									
Borrowings from the Government and the SBV	-	1,971,176	9,416,092	9,369,012	46,022	17,078	-	-	**20,819,380**
Placements and loans from other credit institutions	-	-	79,581,950	18,689,143	7,664,681	1,345,232	-	-	**107,281,006**
Deposits from customers	-	-	33,325,824	39,593,116	61,553,268	49,280,970	8,053,263	774	**191,807,215**
Derivative financial instruments and other financial liabilities	-	79,760	-	-	-	180,638	-	-	**260,398**
Valuable papers in issue	-	-	-	-	6,434,050	22,800,000	750,000	-	**29,984,050**
Other liabilities	-	5,918,488	-	-	-	-	-	-	**5,918,488**
Total liabilities	**-**	**7,969,424**	**122,323,866**	**67,651,271**	**75,698,021**	**73,623,918**	**8,803,263**	**774**	**356,070,537**
Interest gap of on-balance sheet items	**6,566,383**	**28,330,219**	**66,915,033**	**(13,200,049)**	**(12,212,041)**	**(42,260,420)**	**(5,849,159)**	**15,504,798**	**43,794,764**

(*) These items do not include the provisions.

As at 31 December 2024	Overdue VND million	Non-interest bearing VND million	Up to 1 month VND million	1-3 months VND million	3-6 months VND million	6-12 months VND million	1-5 years VND million	Over 5 years VND million	Total VND million
Assets									
Cash on hand, gold, silver, precious stones	-	963,723	-	-	-	-	-	-	**963,723**
Balances with SBV	-	11,299,668	-	-	-	-	-	-	**11,299,668**
Placements with and loans to other credit institutions	-	-	60,881,443	7,362,520	-	2,000,000	-	-	**70,243,963**
Trading securities (*)	-	-	8,868,966	-	-	-	-	-	**8,868,966**
Loans to customers (*)	5,318,268	1,977,205	71,025,597	56,742,332	50,609,714	18,753,044	4,512,203	416,280	**209,354,643**
Investment securities (*)	350,458	82,054	2,000,000	525,795	300,199	100,000	2,677,530	13,946,877	**19,982,913**
Other long-term investments (*)	-	62,432	-	-	-	-	-	-	**62,432**
Fixed assets and investment properties	-	1,421,040	-	-	-	-	-	-	**1,421,040**
Other assets (*)	29,277	7,136,004	-	-	-	-	-	-	**7,165,281**
Total assets	**5,698,003**	**22,942,126**	**142,776,006**	**64,630,647**	**50,909,913**	**20,853,044**	**7,189,733**	**14,363,157**	329,362,629
Liabilities									
Borrowings from the Government and the SBV	-	1,977,205	-	2,113	68,086	17,079	-	-	**2,064,483**
Placements and loans from other credit institutions	-	-	58,737,674	16,311,838	4,243,725	6,010,414	-	-	**85,303,651**
Deposits from customers	-	-	31,875,147	40,965,795	46,917,333	41,215,828	7,345,514	547	**168,320,164**
Derivative financial instruments and other financial liabilities	-	128,378	314	1,688	-	-	173,194	-	**303,574**
Capital financed or entrusted for investments and borrowings that the Bank bears risk	-	1,020	-	-	-	-	-	-	**1,020**
Valuable papers in issue	-	-	500,000	-	94,200	25,906,000	3,950,000	-	**30,450,200**
Other liabilities	-	4,252,901	-	-	-	-	-	-	**4,252,901**
Total liabilities	**-**	**6,359,504**	**91,113,135**	**57,281,434**	**51,323,344**	**73,149,321**	**11,468,708**	**547**	290,695,993
Interest gap of on-balance sheet items	**5,698,003**	**16,582,622**	**51,662,871**	**7,349,213**	**(413,431)**	**(52,296,277)**	**(4,278,975)**	14,362,610	38,666,636

(*) These items do not include the provisions.

39.3.3 Price risk

Except for the assets and liabilities items explained above, the Bank and its subsidiary do not have other market price risks with a risk level of 5% of net profit or the value of assets and liabilities items accounting for 5% of total assets.

39.4 Liquidity risk

Liquidity risk is the risk that the Bank and its subsidiary are either unable to meet their debt obligations when they fall due, or can only meet those obligations at a cost higher than the market average as defined by the Bank's internal regulations.

Liquidity risk management

The purpose of liquidity risk management is to ensure the availability of funds to meet financial obligations.

To mitigate liquidity risk, the Bank and its subsidiary mobilise funds from a variety of sources other than the Bank and its subsidiary's core capital. At the same time, the Bank and its subsidiary have a flexible liquid asset management policy, monitoring future cash flows and liquidity on a daily basis. The Bank and its subsidiary also assess expected cash flows and the availability of current collateral in case additional funds need to be raised.

Liquidity risk is limited by holding a significant amount of cash and cash equivalents in the form of payment accounts, deposits at the SBV, bonds issued by the Government or guaranteed by the Government, deposits and overnight loans to other credit institutions. Risk-weighted safety ratios are also used to manage the Bank and its subsidiary's liquidity risk.

The tables below analyse financial assets and financial liabilities into relevant maturity groups based on the remaining period from the year-end date to the contractual maturity date. The amounts presented in the table below are undiscounted contractual cash flows.

As at 31 December 2025	Overdue		Current					
	Over 3 months VND million	Up to 3 months VND million	Up to 1 month VND million	From 1-3 months VND million	From3-12 months VND million	From 1-5 years VND million	Over 5 years VND million	Total VND million
Assets								
Cash on hand, gold, silver, precious stones	-	-	1,040,608	-	-	-	-	**1,040,608**
Balances with SBV	-	-	24,472,475	-	-	-	-	**24,472,475**
Placements with and loans to other credit institutions	-	-	75,556,531	15,890,430	-	-	-	**91,446,961**
Trading securities (*)	-	-	11,457,635	-	-	-	-	**11,457,635**
Loans to customers (*)	4,874,070	1,612,602	12,292,894	20,209,669	96,027,888	71,070,114	30,959,863	**237,047,100**
Investment securities (*)	50,458	-	-	-	2,057,990	7,941,865	15,505,572	**25,555,885**
Other long-term investments (*)	-	-	-	-	-	-	59,070	**59,070**
Fixed assets and investment properties	-	-	-	-	-	-	1,566,304	**1,566,304**
Other assets (*)	29,253	-	1,211,387	906,486	3,186,371	1,490,923	394,843	**7,219,263**
Total assets	**4,953,781**	**1,612,602**	**126,031,530**	**37,006,585**	**101,272,249**	**80,502,902**	**48,485,652**	**399,865,301**
Liabilities								
Borrowings from the Government and the SBV	-	-	9,416,092	9,369,012	2,034,276	-	-	**20,819,380**
Placements and loans from other credit institutions	-	-	71,170,577	18,558,008	4,157,918	13,394,503	-	**107,281,006**
Deposits from customers	-	-	33,325,824	39,593,116	110,834,238	8,053,263	774	**191,807,215**
Derivative financial instruments and other financial liabilities	-	-	(92,066)	(76,813)	429,277	-	-	**260,398**
Valuable papers in issue	-	-	-	-	25,300,000	4,684,050	-	**29,984,050**
Other liabilities	-	-	900,896	1,752,084	2,816,147	449,361	-	**5,918,488**
Total liabilities	**-**	**-**	**114,721,323**	**69,195,407**	**145,571,856**	**26,581,177**	**774**	**356,070,537**
Net liquidity gap	**4,953,781**	**1,612,602**	**11,310,207**	**(32,188,822)**	**(44,299,607)**	**53,921,725**	**48,484,878**	**43,794,764**

(*) These items do not include the provisions.

As at 31 December 2024	Overdue		Current					
	Over 3 months VND million	Up to 3 months VND million	Up to 1 month VND million	From 1-3 months VND million	From3-12 months VND million	From 1-5 years VND million	Over 5 years VND million	Total VND million
Assets								
Cash on hand, gold, silver, precious stones	-	-	963,723	-	-	-	-	**963,723**
Balances with SBV	-	-	11,299,668	-	-	-	-	**11,299,668**
Placements with and loans to other credit institutions	-	-	60,881,443	7,362,520	2,000,000	-	-	**70,243,963**
Trading securities (*)	-	-	8,868,966	-	-	-	-	**8,868,966**
Loans to customers (*)	3,959,356	1,358,912	16,787,780	28,805,558	108,365,334	28,874,119	21,203,584	**209,354,643**
Investment securities (*)	350,458	-	2,082,054	275,795	650,199	2,677,530	13,946,877	**19,982,913**
Other long-term investments (*)	-	-	-	-	-	-	62,432	**62,432**
Fixed assets and investment properties	-	-	-	-	-	1,904	1,419,136	**1,421,040**
Other assets (*)	29,277	-	673,416	603,815	3,423,009	1,675,001	760,763	**7,165,281**
Total assets	**4,339,091**	**1,358,912**	**101,557,050**	**37,047,688**	**114,438,542**	**33,228,554**	**37,392,792**	**329,362,629**
Liabilities								
Borrowings from the Government and the SBV	-	-	-	2,113	2,062,370	-	-	**2,064,483**
Placements and loans from other credit institutions	-	-	48,323,263	16,184,833	7,587,034	11,303,445	1,905,076	**85,303,651**
Deposits from customers	-	-	31,875,147	40,965,795	88,133,161	7,345,514	547	**168,320,164**
Derivative financial instruments and other financial liabilities	-	-	(28,368)	(149,257)	308,005	173,194	-	**303,574**
Capital financed or entrusted for investments and borrowings that the Bank bears risk	-	-	-	-	-	1,020	-	**1,020**
Valuable papers in issue	-	-	500,000	-	26,000,200	3,950,000	-	**30,450,200**
Other liabilities	-	-	584,668	667,830	2,718,860	265,406	16,137	**4,252,901**
Tổng nợ phải trả	**-**	**-**	**81,254,710**	**57,671,314**	**126,809,630**	**23,038,579**	**1,921,760**	**290,695,993**
Mức chênh lệch thanh khoản ròng	**4,339,091**	**1,358,912**	**20,302,340**	**(20,623,626)**	**(12,371,088)**	**10,189,975**	**35,471,032**	**38,666,636**

(*) These items do not include the provisions.

40 SEGMENT REPORTING

A segment is a component determined separately by the Bank and its subsidiary which is engaged in providing related products or services (business segment) or providing products or services in a particular economic environment (geographical segment). Each segment is subject to risks and returns that are different from those of other segments.

40.1 Geographical segment reporting

The Bank and its subsidiary' business activities are mainly carried out within the territory of Vietnam. Therefore, the risks and returns of the Bank and its subsidiary are not affected by differences arising from the Bank and its subsidiary's operations in different geographical areas. Therefore, the Board of Management of the Bank determines that the Bank and its subsidiary have only one geographical segment, which is Vietnam. Therefore, the Bank and its subsidiary do not present geographical segment information.

40.2 Business segment reporting

For management purposes, the Bank and its subsidiary are organised into segments based on the following areas:

- Banking activities: products and services provided to customers include mobilising deposits; providing credit; settlement services via accounts and other banking activities.
- Finance company activities: consumer lending and other financial activities.
- Debt management and asset exploitation activities.

Segment reporting by business segment for the year ended 31 December 2025 and for the year ended 31 December 2024 are presented in the following table:

	Banking operations	Finance company operations	Debt management and asset exploitation	Elimination for inter-segment transaction	Total
	VND million	VND million	VND million	VND million	VND million
For the year ended 31 December 2025					
Revenue	**29,320,440**	**26,453**	**145,449**	**32,304**	**29,524,646**
Interest and similar income	24,532,799	25,138	42,822	(30,866)	24,569,893
Fee and commission income	967,700	145	96,410	(4,147)	1,060,108
Income from other business activities	3,819,941	1,170	6,217	67,317	3,894,645
Expenses	**(19,993,133)**	**(24,617)**	**(81,738)**	**29,079**	**(20,070,409)**
Interest and similar expenses	(14,881,877)	(13,050)	(1,998)	30,866	(14,866,059)
Fee and commission expenses	(261,100)	(18)	(73,706)	-	(334,824)
Other direct business expenses	(209,778)	(33)	(262)	-	(210,073)
Operating expenses	(4,640,378)	(11,516)	(5,772)	(1,787)	(4,659,453)
Operating results before provision expenses for credit losses	**9,327,307**	**1,836**	**63,711**	**61,383**	**9,454,237**
Allowance expenses for credit losses	(2,585,122)	(726)	-	-	(2,585,848)
Segment profit before tax	**6,742,185**	**1,110**	**63,711**	**61,383**	**6,868,389**
As at 31 December 2025					
Assets	**397,074,456**	**-**	**1,296,884**	**(1,928,209)**	**396,443,131**
Cash on hand, gold, silver, precious stones	1,040,577	-	31	-	1,040,608
Balances with SBV	24,472,475	-	-	-	24,472,475
Placements with and loans to other credit institutions	91,446,961	-	808,350	(808,350)	91,446,961
Loans to customers	233,780,410	-	-	-	233,780,410
Trading securities and investment securities	36,887,293	-	-	-	36,887,293
Other long-term investments	1,059,070	-	-	(1,000,000)	59,070
Fixed assets	1,489,344	-	-	-	1,489,344
Other assets	6,898,326	-	488,503	(119,859)	7,266,970
Liabilities	**356,861,602**	**-**	**137,143**	**(928,208)**	**356,070,537**
Borrowings from the Government and the SBV	20,819,380	-	-	-	20,819,380
Placements and borrowings from other credit institutions	107,281,006	-	-	-	107,281,006
Deposits from customers	192,615,565	-	-	(808,350)	191,807,215
Valuable papers in issue	29,984,050	-	-	-	29,984,050
Other liabilities	6,161,601	-	137,143	(119,858)	6,178,886

	Banking operations	Finance company operations	Debt management and asset exploitation	Elimination for inter-segment transaction	Total
	VND million	VND million	VND million	VND million	VND million
For the year ended 31 December 2024					
Revenue	**22,606,727**	**1,249,423**	**60,282**	**(154,545)**	**23,761,887**
Interest and similar income	19,629,730	1,213,507	23,865	(150,497)	20,716,605
Fee and commission income	1,297,718	21,542	34,071	(4,048)	1,349,283
Income from other business activities	1,679,279	14,374	2,346	-	1,695,999
Expenses	**(15,182,300)**	**(358,346)**	**(25,799)**	**83,339**	**(15,483,106)**
Interest and similar expenses	(10,771,932)	(128,569)	(191)	150,497	(10,750,195)
Fee and commission expenses	(221,072)	(1,326)	(15,190)	-	(237,588)
Other direct business expenses	(361,709)	(1,190)	(2,206)	-	(365,105)
Operating expenses	(3,827,587)	(227,261)	(8,212)	(67,158)	(4,130,218)
Operating results before provision expenses for credit losses	**7,424,427**	**891,077**	**34,483**	**(71,206)**	**8,278,781**
Allowance expenses for credit losses	(1,514,956)	(724,426)	-	-	(2,239,382)
Segment profit before tax	**5,909,471**	**166,651**	**34,483**	**(71,206)**	**6,039,399**
As at 31 December 2024					
Assets	**326,737,746**	**4,607,900**	**1,169,428**	**(6,816,226)**	**325,698,848**
Cash on hand, gold, silver, precious stones	963,692	-	31	-	963,723
Balances with SBV	11,299,610	58	-	-	11,299,668
Placements with and loans to other credit institutions	73,373,963	604,217	526,104	(4,260,321)	70,243,963
Loans to customers	202,251,998	3,821,212	-	-	206,073,210
Trading securities and investment securities	28,340,556	82,054	76,561	-	28,499,171
Other long-term investments	2,818,707	3,362	-	(2,760,000)	62,069
Fixed assets	1,364,327	2,703	-	-	1,367,030
Other assets	6,324,893	94,294	566,732	204,095	7,190,014
Liabilities	**291,781,448**	**3,177,189**	**60,604**	**(4,323,248)**	**290,695,993**
Borrowings from the Government and the SBV	2,064,483	-	-	-	2,064,483
Placements and borrowings from other credit institutions	85,907,868	3,130,000	-	(3,734,217)	85,303,651
Deposits from customers	168,846,121	147	-	(526,104)	168,320,164
Capital financed or entrusted for investments and loans that the Bank bears risk	-	1,020	-	-	1,020
Valuable papers in issue	30,450,200	-	-	-	30,450,200
Other liabilities	4,512,776	46,022	60,604	(62,927)	4,556,475

41 EVENTS AFTER THE DATE OF THE CONSOLIDATED STATEMENT OF FINANCIAL POSITION

According to the Resolution of the General Meeting of Shareholders dated 25 April 2025 and the Resolution of Board of Directors No. 84/2026/NQ-HĐQT dated 21 January 2026, the Bank approved the issuance of 20,000,000 shares under the 2025 Employee Stock Ownership Plan (ESOP) at an issuance price of VND 10,000 per share, with maximum aggregate proceeds of VND 200 billion. As at the date of approval of these consolidated financial statements, the Bank is in the process to complete necessary procedures for issuing these shares.

The consolidated financial statements were approved by the Board of Management of the Bank on 6 March 2026.

Prepared by:	Reviewed by:	Approved by:
Nghiem Thi Thu Nga	**Nguyen Thi Hoai Phuong** Chief Accountant	**Le Quoc Long** General Director

NORTH

No.	Transaction office	Address	Tel
1	**SeABank Transaction Center**	**Part of 1st Floor, building at No. 198 Tran Quang Khai, Hoan Kiem Ward, Hanoi City**	**024 39448688**
2	**SeABank Hanoi**	**1st Floor and part of 2nd Floor, building No. 25 Tran Hung Dao, Cua Nam Ward, Hanoi City**	**024 39436555**
3	SeABank Ho Guom	1st Floor, No. 54 Trang Tien, Hoan Kiem Ward, Hanoi City	024 39448688
4	SeABank Bat Dan	No. 51 Bat Dan, Hoan Kiem Ward, Hanoi City	024 39233974
5	SeABank Tran Phu	No. 5 Tran Phu, Hoan Kiem Ward, Hanoi City	024 37475934
6	SeABank Nguyen Huu Huan	No. 104 Nguyen Huu Huan, Hoan Kiem Ward, Hanoi City	024 62701188
7	SeABank Le Thai To	1st Floor, No. 120 Hang Trong, Hoan Kiem Ward, Hanoi City	024 39448688
8	**SeABank Dai An**	**1st Floor, PVI Tower, Pham Van Bach Street, Cau Giay Ward, Hanoi City**	**024 32336568**
9	SeABank Ho Tung Mau	No. 102 Ho Tung Mau, Phu Dien Ward, Hanoi City	024 37921361
10	SeABank Ham Nghi	B1-08, City Green urban function area, Tu Liem Ward, Hanoi City	024 62692526
11	SeABank My Dinh	Kiosk B5-3, 1st Floor, B5 building, My Dinh 1 Residential Area, Tu Liem Ward, Hanoi City	024 62872800
12	SeABank Dong Anh	Ngoc Chi Village, Vinh Thanh Commune, Hanoi City	024 35334109
13	SeABank Trung Hoa	No. 66 Trung Hoa, Yen Hoa Ward, Hanoi City	024 35640161
14	SeABank Tran Duy Hung	No. 170 Tran Duy Hung, Yen Hoa Ward, Hanoi City	024 62561188
15	SeABank Dao Tan	No. 62 Dao Tan, Giang Vo Ward, Hanoi City	024 37345848
16	**SeABank Dong Da**	**No. 324 Tay Son, Dong Da Ward, Hanoi City**	**024 62823333**
17	SeABank Nguyen Ngoc Nai	No. 89 Nguyen Ngoc Nai, Phuong Liet Ward, Hanoi City	024 62851399
18	SeABank Nguyen An Ninh	No. 116 Nguyen An Ninh, Tuong Mai Ward, Hanoi City	024 36628315
19	SeABank Vinh Hoang	1st Floor, Tien Phu building, lot 08-3 A, Hoang Mai District Industrial Zone, Hoang Mai Ward, Hanoi City	024 36230689
20	SeABank Kim Lien	No. 436 Xa Dan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi City	024 62823333
21	SeABank Kham Thien	No. 142 Le Duan, Van Mieu - Quoc Tu Giam Ward, Hanoi City	024 35187381
22	SeABank West Hanoi	Unit 32 - Lot V5A, Van Phu residential area, Van Phu New Urban Area, Kien Hung Ward, Hanoi City	024 35334109
23	SeABank Le Trong Tan	No. 92 Le Trong Tan Street, Phuong Liet Ward, Hanoi City	024 36230689
24	SeABank Dong Do	Lot A1-4 Ha Yen Quyet, Yen Hoa Ward, Hanoi City	024 62823333
25	SeABank Han Thuyen	No. 21 Han Thuyen, Hai Ba Trung Ward, Hanoi City	024 39727824
26	SeABank Ba Trieu	No. 57 Ba Trieu, Cua Nam Ward, Hanoi City	024 39440250
27	**SeABank Cau Giay**	**1st & 2nd Floor, Oriental West Lake building, No. 174 Lac Long Quan, Tay Ho Ward, Hanoi City**	**024 37914507**
28	SeABank Trang An	Kiosk 104, B6 Giang Vo, Nam Cao Street, Giang Vo Ward, Hanoi City	024 62831075
29	SeABank Lac Long Quan	No. 15 Lac Long Quan, Tay Ho Ward, Hanoi City	024 37591041
30	SeABank Thang Long	Unit TM-4 1st Floor, N03-T1 Building, Diplomatic Corps Area, Xuan Tao Road, residential group 12, Xuan Dinh Ward, Hanoi City	024 32474332
31	SeABank Tay Ho	2nd and 3rd Floor, No. 141 Hoang Quoc Viet, Nghia Do Ward, Hanoi City	024 39448675
32	SeABank Xuan La	D10-107XL House, No. 107 Xuan La, Xuan Dinh Ward, Hanoi City	024 62581166
33	SeABank Yen Phu	No. 151 Yen Phu, Tay Ho Ward, Hanoi City	024 37153366
34	SeABank Soc Son	No. 39, group 05, Soc Son Commune, Hanoi City	024 36230689
35	SeABank Quan Thanh	Apartment 5/188 Military Residential Area, 188 Quan Thanh, Ba Dinh Ward, Hanoi City	024 39274108
36	**SeABank Thu Do**	**Unit N01 and N02, 8B Le Truc Street, Ba Dinh Ward, Hanoi City**	**024 36230689**
37	**SeABank Lang Ha**	**L1-02 1st Floor, L2-03 2nd Floor, Office Block 1, 16 Lang Ha, Giang Vo Ward, Hanoi City**	**024 37764233**
38	SeABank Lang Thuong	No. 74 Chua Lang Street, Lang Ward, Hanoi City	024 37759537
39	SeABank Thanh Cong	L1-04 1st Floor, Commercial Center Block, 25 Le Van Luong Street, Thanh Xuan Ward, Hanoi City	024 62691188
40	SeABank Thai Thinh	No. 139 Yen Lang, Dong Da Ward, Hanoi City	024 35627465
41	SeABank Hao Nam	No. 96 Hao Nam, O Cho Dua Ward, Hanoi City	024 37345848
42	SeABank Doi Can	No. 225 Doi Can, Ngoc Ha Ward, Hanoi City	024 37236171
43	SeABank Ton Duc Thang	No. 254 Ton Duc Thang, O Cho Dua Ward, Hanoi City	024 62823333
44	SeABank Bach Mai	No. 350 Bach Mai, Bach Mai Ward, Hanoi City	024 36274925
45	**SeABank Ha Dong**	**No. 150 Tran Phu, Ha Dong Ward, Hanoi City**	**024 35189898**
46	SeABank Kim Van	1st Floor, TTTM1B, CT12B building, Kim Van - Kim Lu New Urban Area, Dinh Cong Ward, Hanoi City	024 35189898
47	SeABank Van Quan	No. 108 Nguyen Khuyen, Ha Dong Ward, Hanoi City	024 35189898
48	SeABank Ngoc Hoi	No. 267 Ngoc Hoi, Thanh Tri Commune, Hanoi City	024 35189898
49	**SeABank Long Bien**	**1st, 2nd and 3rd Floor, Building No. 339 Nguyen Van Cu, Bo De Ward, Hanoi City**	**024 38729532**
50	SeABank Ngo Gia Tu	No. 487 Ngo Gia Tu, Viet Hung Ward, Hanoi City	024 38736432
51	SeABank Ngoc Lam	No. 278 Ngoc Lam, Bo De Ward, Hanoi City	024 38736430
52	SeABank Sai Dong	1st Floor, Sunrise 3A Building, Sai Dong New Urban Area, Phuc Loi Ward, Hanoi City	024 38729534
53	SeABank Gia Lam	1st Floor, No. 73 Ngo Xuan Quang, Gia Lam Commune, Hanoi City	024 38729535
54	**SeABank Hai Phong**	**No. 15 Minh Khai, Hong Bang Ward, Hai Phong City**	**0225 3747878**
55	SeABank Tran Nguyen Han	No. 227C Tran Nguyen Han, An Bien Ward, Hai Phong City	0225 3782500
56	SeABank Tam Bac	No. 140 - 141 Quang Trung, Hong Bang Ward, Hai Phong City	0225 3831407
57	SeABank An Duong	LK1-29 Unit, Hoang Huy Zone, An Hai Ward, Hai Phong City	0225 3711166
58	SeABank To Hieu	No. 227 To Hieu Street, Le Chan Ward, Hai Phong City	0225 3610406
59	SeABank Hang Kenh	No. 181 Hang Kenh, Le Chan Ward, Hai Phong City	0225 3612966
60	SeABank East Hai Phong	S2-23 & S2-24 Units, High-End Shop Zone, Lot C1, Do Son Tourism Urban Area, Do Son Ward, Hai Phong City	0225 3921193
61	**SeABank Hai An**	**Plot No. 17, Zone B1 - Lot 7B, Le Hong Phong Street, Gia Vien Ward, Hai Phong City**	**0225 3260088**
62	SeABank Le Loi	No. 54 Le Loi, Gia Vien Ward, Hai Phong City	0225 3655919
63	SeABank Hai Dang	No. 162 Da Nang, Ngo Quyen Ward, Hai Phong City	0225 3650637
64	SeABank Ho Sen	1st, 2nd and 3rd Floor, No. 137 Ho Sen, Le Chan Ward, Hai Phong City	0225 3641049
65	SeABank Lach Tray 2	No. 286 Lach Tray, Le Chan Ward, Hai Phong City	0225 3735710
66	SeABank Thuy Nguyen	No. 129 Pho Moi, TDP2, Road 359, Thuy Nguyen Ward, Hai Phong City	0225 3654298
67	**SeABank Hai Duong**	**No. 122B-122C-124A, Thong Nhat Street, Le Thanh Nghi Ward, Hai Phong City**	**0220 3849999**
68	SeABank Nguyen Luong Bang	No. 50 - 52 Nguyen Luong Bang, Thanh Dong Ward, Hai Phong City	0220 3893966
69	SeABank Hai Tan	No. 677 Le Thanh Nghi, Le Thanh Nghi Ward, Hai Phong City	0220 3864899
70	SeABank Sao Do	No. 236 Nguyen Trai, Chu Van An Ward, Hai Phong City	0220 3594444
71	SeABank Kim Thanh	No. 20, 20/9 Road, Phu Thai Commune, Hai Phong City	0220 3561788
72	SeABank Gia Loc	No. 286 Nguyen Che Nghia, Gia Loc Commune, Hai Phong City	0220 3717456
73	SeABank Thanh Dong	No. 123 Chi Lang, Thanh Dong Ward, Hai Phong City	0220 3848989
74	**SeABank Quang Ninh**	**1st, 2nd, 3rd Floor, Plot No. 7, LK1 Lot, Residential Area, Viet Han Apartment Complex, Hong Gai Ward, Quang Ninh Province**	**0203 3525388**
75	SeABank Cam Pha	Số 662 Trần Phú, P. Quang Hanh, tỉnh Quảng Ninh	0203 3525388
76	SeABank Ha Long	Số 547, đường Nguyễn Văn Cừ, P. Hạ Long, tỉnh Quảng Ninh	0203 3556676
77	**SeABank Bac Ninh**	**Lô CC04, đường Lý Thái Tổ, P. Kinh Bắc, tỉnh Bắc Ninh**	**0222 3896272**
78	SeABank Tien An	Số 173, đường Nguyễn Gia Thiều, P. Kinh Bắc, tỉnh Bắc Ninh	0222 3896193
79	SeABank Tu Son	Tầng 1, Trung tâm thương mại Nam Hồng, P. Từ Sơn, tỉnh Bắc Ninh	0222 3896193
80	SeABank Lim	Số 102, đường Lý Thường Kiệt, xã Tiên Du, tỉnh Bắc Ninh	0222 3896193
81	**SeABank Bac Giang**	**Số 270 đường Hoàng Văn Thụ, P. Bắc Giang, tỉnh Bắc Ninh**	**0204 3555333**
82	**SeABank Vinh Phuc**	**Số 04, Đường Mê Linh, P. Vĩnh Phúc, tỉnh Phú Thọ**	**0211 3696666**
83	SeABank Vinh Yen	Plot No. 6, Building No. 118 Ngo Quyen Street, Vinh Phuc Ward, Phu Tho Province	0211 3696666
84	SeABank Phuc Yen	No. 22, Tran Hung Dao Street, Phuc Yen Ward, Phu Tho Province	0211 3696666
85	**SeABank Thai Nguyen**	**No. 179, Hoang Van Thu Street, Phan Dinh Phung Ward, Thai Nguyen Province**	**0208 3659268**
86	SeABank Pho Yen	No. 87, Truong Chinh Street, Pho Yen Ward, Thai Nguyen Province	0208 3663868
87	SeABank Luong Ngoc Quyen	1st Floor, No. 684 Luong Ngoc Quyen, Phan Dinh Phung Ward, Thai Nguyen Province	0208 3659268
88	**SeABank Thai Binh**	**No. 79A Le Loi Street, Tran Hung Dao Ward, Hung Yen Province**	**0227 33834688**
89	**SeABank Ha Nam**	**No. 181, Bien Hoa Street, Phu Ly Ward, Ninh Binh Province**	**0226 3522288**
90	**SeABank Nam Dinh**	**No. 7+9 Nguyen Du Street, Nam Dinh Ward, Ninh Binh Province**	**0228 3928666**

CENTRAL

No.	Transaction office	Address	Tel
91	**SeABank Thanh Hoa**	**Lot No. 03+04, No. 19 Phan Chu Trinh Street, Hac Thanh Ward, Thanh Hoa Province**	**0237 3857575**
92	SeABank Lam Son	Lot 02, No. 47 Le Huu Lap Street, Hac Thanh Ward, Thanh Hoa Province	0237 3888628
93	SeABank Truong Thi	No. 454+456 Ba Trieu Street, Hac Thanh Ward, Thanh Hoa Province	0237 3857575
94	SeABank Dong Son	No. 196 Le Lai, Hac Thanh Ward, Thanh Hoa Province	0237 3857575
95	**SeABank Nghe An**	**1st, 2nd, 3rd Floor, CH-B Unit, Zone A, Quang Trung Apartment Complex, Thanh Vinh Ward, Nghe An Province**	**0238 3542668**
96	SeABank Le Nin	No. 32, V.I. Le Nin Boulevard, Truong Vinh Ward, Nghe An Province	0238 3576.686
97	SeABank Nguyen Sy Sach	1st Floor, No. 02 Nguyen Sy Sach Street, Thanh Vinh Ward, Nghe An Province	0238 3544333
98	SeABank Nguyen Van Cu	No. 288, Nguyen Van Cu Street, Truong Vinh Ward, Nghe An Province	0238 3542668
99	SeABank Hung Binh	Adjacent plot No. 11, Truong Thinh Phat III Residential Area, Thanh Vinh Ward, Nghe An Province	0238 3699456
100	**SeABank Ha Tinh**	**No. 144B Tran Phu, Thanh Sen Ward, Ha Tinh Province**	**0239 3767272**
101	SeABank Thanh Sen	Adjacent plot No. 06, Ham Nghi Street, Thanh Sen Ward, Ha Tinh Province	0239 3767575
102	SeABank Nguyen Chi Thanh	No. 33, Nguyen Chi Thanh Street, Thanh Sen Ward, Ha Tinh Province	0239 3767575
103	**SeABank Hue**	**No. 8-10 Nguyen Hue, Thuan Hoa Ward, Hue City**	**0234 3948688**
104	SeABank To Huu	1st Floor, Shophouse 01 – The Manor Crown Tower, To Huu Street, Vy Da Ward, Hue City	0234 3948688
105	**SeABank Da Nang**	**No. 373 Nguyen Van Linh, Thanh Khe Ward, Da Nang City**	**0236 3584360**
106	SeABank Dien Bien Phu	No. 505-507 Dien Bien Phu, Thanh Khe Ward, Da Nang City	0236 3727333
107	SeABank Hoang Dieu	No. 22-22A Hoang Dieu, Hai Chau Ward, Da Nang City	0236 3651397
108	SeABank Ly Thuong Kiet	Part of 1st Floor, V.Startup Office Area - F.Home Da Nang Building, 16 Ly Thuong Kiet, Hai Chau Ward, Da Nang City	0236 3830444
109	SeABank Nui Thanh	1st Floor, No. 104-106-108 Nui Thanh, Hoa Cuong Ward, Da Nang City	0236 3632632
110	SeABank Tuyen Son	1st Floor, No. 1254 Xo Viet Nghe Tinh, Hoa Cuong Ward, Da Nang City	0236 3782777
111	SeABank Hoa Xuan	No. 107-109 Nguyen Phuoc Lan, Hoa Xuan Ward, Da Nang City	0236 3896555
112	**SeABank Le Duan**	**No. 437 Le Duan, Thanh Khe Ward, Da Nang City**	**0236 3896555**
113	**SeABank Quang Nam**	**No. 506 Hai Ba Trung Street, Hoi An Tay Ward, Da Nang City**	**0235 3737888**
114	**SeABank Quang Ngai**	**No. 111 Phan Chu Trinh, Cam Thanh Ward, Quang Ngai Province**	**0255 3737999**
115	SeABank Quang Trung	No. 1116 Quang Trung, Cam Thanh Ward, Quang Ngai Province	0255 3737 999
116	SeABank Truong Quang Trong	No. 408 Nguyen Van Linh, Truong Quang Trong Ward, Quang Ngai Province	0255 3737999
117	SeABank Duc Pho	No. 428 Nguyen Nghiem, Duc Pho Ward, Quang Ngai Province	0255 3737 999
118	**SeABank Binh Dinh**	**No. 04-06-08 Ya Lan Street, Quy Nhon Ward, Gia Lai Province**	**0255 3811455**
119	SeABank Tuy Phuoc	No. 19 Bui Thi Xuan, Tuy Phuoc Commune, Gia Lai Province	0255 3811455
120	**SeABank Dak Lak**	**No. 35-37 Phan Chu Trinh, Buon Ma Thuot Ward, Dak Lak Province**	**0262 3898888**
121	SeABank Khanh Xuan	No. 373 Vo Van Kiet, Thanh Nhat Ward, Dak Lak Province	0262 3898888
122	SeABank Quang Phu	No. 121 Hung Vuong, Quang Phu Commune, Dak Lak Province	0262 3928686
123	SeABank Krong Nang	No. 152 Nguyen Tat Thanh, Krong Nang Commune, Dak Lak Province	0262 3898888
124	**SeABank Nha Trang**	**No. 82 Ly Thanh Ton, Tay Nha Trang Ward, Khanh Hoa Province**	**0258 3819003**
125	SeABank Cam Ranh	No. 2142 - 2144 Hung Vuong Street, Cam Ranh Ward, Khanh Hoa Province	0258 3955800
126	SeABank Le Hong Phong	No. 900 Le Hong Phong, Nam Nha Trang Ward, Khanh Hoa Province	0258 3880488
127	SeABank Vinh Hai	No. 411 2/4 Street, Bac Nha Trang Ward, Khanh Hoa Province	0258 3835588
128	SeABank My Ca	No. 367 Hung Vuong Street, Bac Cam Ranh Ward, Khanh Hoa Province	0258 3973977
129	SeABank Dien Khanh	National Highway 1A, Phu Khanh Trung Village, Dien Lac Commune, Khanh Hoa Province	0258 3852852

SOUTHERN

No.	Transaction office	Address	Tel
130	**SeABank Ho Chi Minh**	**Part of Ground Floor, Mezzanine Floor & 2nd Floor, Office Building, No. 180 Nguyen Thi Minh Khai, Xuan Hoa Ward, Ho Chi Minh City**	**028 38240700**
131	SeABank East Saigon	1st and 2nd Floor, No. 38 Duong Dinh Hoi Street, Phuoc Long Ward, Ho Chi Minh City	028 38240700 (ext 5040)
132	SeABank District 1	Ground Floor, HORIZON Commercial Building - 214 Tran Quang Khai, Tan Dinh Ward, Ho Chi Minh City	028 38240700 (ext 5061)
133	SeABank Tan Son Nhat	Ground Floor and 1st Floor, No. 169 Bach Dang 2, Tan Son Hoa Ward, Ho Chi Minh City	028 38240700 (ext 5081)
134	SeABank Tan Cang	Ground Floor, Building No. 667 - 667/1 Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City	028 38240700 (ext 5100)
135	SeABank Khanh Hoi	No. 143A Khanh Hoi, Vinh Hoi Ward, Ho Chi Minh City	028 38240700 (ext 5180)
136	SeABank Le Quang Dinh	1st & 2nd Floor, Building 490 C, Le Quang Dinh Street, Binh Loi Trung Ward, Ho Chi Minh City	028 38240700 (ext 5240)
137	SeABank Ben Thanh	Part of 1st Floor, No. 77-79 Pho Duc Chinh Street, Ben Thanh Ward, Ho Chi Minh City	028 38240700 (ext 5341)
138	**SeABank Saigon**	**No. 23-25-27-29-31-33-35 Ham Nghi Street, Saigon Ward, Ho Chi Minh City**	**028 39333232**
139	SeABank Hung Vuong	No. 108 Ly Thuong Kiet, Dien Hong Ward, Ho Chi Minh City	028 62611748
140	SeABank District 11	Ground Floor, No. 285 Le Dai Hanh, Phu Tho Ward, Ho Chi Minh City	028 62934373/63
141	SeABank Tran Hung Dao	No. 859 Tran Hung Dao Street, Cho Quan Ward, Ho Chi Minh City	028 39246920
142	SeABank District 10	No. 320-322 3/2 Street, Hoa Hung Ward, Ho Chi Minh City	028 38626955
143	SeABank Phu Hung	Part of ground floor & mezzanine floor, Petroland Tower, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City	028 54135256
144	SeABank An Phu	Ground Floor, Building No. 74 Luong Dinh Cua, An Khanh Ward, Ho Chi Minh City	028 39118243
145	SeABank Le Van Sy	No. 344 Le Van Sy, Nhieu Loc Ward, Ho Chi Minh City	028 62909173
146	**SeABank Tan Binh**	**Part of the premises, No. 197 - 199 Ly Thuong Kiet, Tan Hoa Ward, Ho Chi Minh City**	**028 38637439**
147	SeABank Au Co	Ground floor, mezzanine floor, No. 882 Au Co, Tan Binh Ward, Ho Chi Minh City	028 62574844
148	SeABank Cong Hoa	No. 298 Cong Hoa, Tan Binh Ward, Ho Chi Minh City	028 62922054
149	SeABank Hoa Binh	Part of the premises at No. 699 Le Trong Tan, Binh Hung Hoa Ward, Ho Chi Minh City	028 37654887
150	**SeABank Phu My Hung**	**Ground floor, PV Gas Tower, No. 673 Nguyen Huu Tho Street, Nha Be Commune, Ho Chi Minh City**	**028 37840300**
151	SeABank District 7	No. 457 Nguyen Thi Thap Street, Tan Hung Ward, Ho Chi Minh City	028 62870621
152	SeABank Pham Hung	No. 78 Street No. 3, Rach Ba Tanh Residential Area, Binh Hung Commune, Ho Chi Minh City	028 62664152/53
153	**SeABank Tan Phu**	**No. 194A-194C, Hoa Binh Street, Phu Thanh Ward, Ho Chi Minh City**	**028 39611900**
154	SeABank Phu Lam	Ground floor, No. 120-122-124, Street No. 23, Binh Phu Residential Area, Binh Phu Ward, Ho Chi Minh City	028 36670827
155	SeABank Tan Phat	No. 295-297 Minh Phung, Minh Phung Ward, Ho Chi Minh City	028 39695207
156	SeABank Binh Tan	No. 297, Vanh Dai Trong, An Lac Ward, Ho Chi Minh City	028 39611900
157	**SeABank Gia Dinh**	**Ground floor, mezzanine floor, 2nd floor, No. 462 Phan Xich Long, Cau Kieu Ward, Ho Chi Minh City**	**028 38488087**
158	SeABank Go Vap	No. L13.11-CityLand Park Hills Residential Area, Go Vap Ward, Ho Chi Minh City	028 62957558
159	**SeABank Thu Duc**	**No. 790 Pham Van Dong, Hiep Binh Ward, Ho Chi Minh City**	**028 36220676**
160	**SeABank Binh Chanh**	**No. 143A Nguyen Huu Tri, Tan Nhut Commune, Ho Chi Minh City**	**028 36221617**
161	**SeABank Vung Tau**	**No. 270 Le Loi, Tam Thang Ward, Ho Chi Minh City**	**0254 3626 888**
162	SeABank Ba Ria	No. 54 Nguyen Tat Thanh, Ba Ria Ward, Ho Chi Minh City	0254 3717530
163	SeABank Sao Mai	No. 171 Le Hong Phong, Tam Thang Ward, Ho Chi Minh City	0254 3577408
164	SeABank Trung Nhi	Ground floor, 1st floor, No. 254 Le Hong Phong, Vung Tau Ward, Ho Chi Minh City	0254 3513263
165	**SeABank Binh Duong**	**No. 281 Binh Duong Avenue, Thu Dau Mot Ward, Ho Chi Minh City**	**0274 3716054**
166	SeABank Thu Dau Mot	No. 254 Binh Duong Avenue, Phu Loi Ward, Ho Chi Minh City	0274 6250874
167	SeABank Di An	No. 446 Nguyen An Ninh street, Dong Tan Quarter, Di An Ward, Ho Chi Minh City	0274 3796896
168	SeABank Ben Cat	No. C2-03, C2-04 TC3 street, My Phuoc 2 Urban Area, Ben Cat Ward, Ho Chi Minh City	0274 3585668
169	**SeABank Dong Nai**	**No. 823-825, Pham Van Thuan street, Tam Hiep Ward, Dong Nai Province**	**0251 6290900**
170	SeABank Ho Nai	No. 726, National Highway 1A, Long Binh Ward, Dong Nai Province	0251 3684059
171	**SeABank Binh Phuoc**	**ITC Dong Xoai Trade Center, No. 1029 Phu Rieng Do street, Binh Phuoc Ward, Dong Nai Province**	**0271 3666899**
172	**SeABank Tien Giang**	**59-60-61, Dinh Bo Linh street, My Tho Ward, Dong Thap Province**	**0273 3989888**
173	SeABank Go Cong	No. 176, Truong Dinh street, Long Thuan Ward, Dong Thap Province	0273 3718728
174	**SeABank Long An**	**No. 29 Tra Quy Binh street, Long An Ward, Tay Ninh Province**	**0272 3939666**
175	**SeABank Can Tho**	**No. 26-28, Nguyen An Ninh, Ninh Kieu Ward, Can Tho City**	**0292 6252666**
176	SeABank Xuan Khanh	No. 301, 30/4 street, Ninh Kieu Ward, Can Tho City	0292 3754686
177	**SeABank An Giang**	**No. 1270-1272 Tran Hung Dao, Long Xuyen Ward, An Giang Province**	**0296 6250405**
178	SeABank Chau Doc	No. 86 Dong Da, Chau Doc Ward, An Giang Province	0292 3868877
179	**SeABank Kien Giang**	**No. 204, Nguyen Trung Truc street, Rach Gia Ward, An Giang Province**	**0297 3786333**
180	**SeABank Ca Mau**	**No. 125-127, Nguyen Tat Thanh street, Ly Van Lam Ward, Ca Mau Province**	**0290 3662266**
181	SeABank Cai Nuoc	National Highway 1A, Quarter 2, Cai Nuoc Commune, Ca Mau Province	0290 3882277

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Le Credit Lyonnais*
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RHB Bank Berhad*

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OMAN
Bank Muscat SAOG*

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KEB Hana Bank Co., Ltd., Panama City Branch

PAKISTAN
Meezan Bank Ltd.*

PERU
Banco GNB Peru*
Banco Internacional del Peru (Interbank)*

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Asian Develpoment Bank*
KEB Hana Bank Co., Ltd., Makati City Branch

Believe

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BNP Paribas Bank Polska SA*
Societe Generale, Warsaw Branch

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Seylan Bank PLC*

SWEDEN
Skandinaviska Enskilda Banken AB*

SWITZERLAND
Habib Bank AG Zurich*
Luzerner Kantonalbank AG*

TAIWAN
Bank SinoPac Co., Ltd.*
Cathay United Bank*
Chang Hwa Commercial Bank Ltd.*
E. Sun Commercial Bank Ltd.*
O-Bank Co., Ltd.*
Taiwan Cooperative Bank, Ltd.*
Wells Fargo Bank N.A., Taipei City Branch

TUNISIA
Union Internationale de Banques*

THAILAND
Bank of Ayudhya Public Co., Ltd.*
Bangkok Bank Public Co., Ltd.*
Export-Import Bank of Thailand*
Islamic Bank of Thailand*
Kasikornbank Public Co., Ltd.*
Krung Thai Bank Public Co., Ltd.*
Mizuho Bank Ltd., Bangkok Branch
Siam Commercial Bank Public Company Limited

TURKEY
Denizbank AS

UAE
Abu Dhabi Commercial Bank
Axis Bank Ltd., Dubai City Branch
Dubai Islamic Bank PJSC, Dubai City Branch*
First Abu Dhabi Bank P.J.S.C.*
Mashreqbank P.S.C.*
The National Bank of Ras Al - Khaimah P.S.C.*

UKRAINE
JSC 'Bank Credit Dnepr'*
Joint Stock Company The State Export - Import Bank of Ukraine (JSC Ukreximbank)*

USA
Bank of America N.A., New York Branch*
BNP Paribas USA, Inc*
Capital One National Association
China Construction Bank Corporation, New York Branch
Citibank N.A.*
CoBank, ACB*
Deutsche Bank AG, New York Branch
Deutsche Bank Trust Company Americas*
Fifth Third Bank N.A.*
Habib American Bank*
Hancock Whitney Bank*
International Finance Corporation*
JP Morgan Chase Bank N.A.*
KEB Hana Bank Co., Ltd., New York Branch
Mashreqbank PSC, New York Branch
MUFG Union Bank N.A.*
Nonghyup Bank, New York Branch
Wells Fargo Bank N.A.*
Wells Fargo Bank N.A., New York Branch
Wells Fargo Bank N.A., Philadelphia Branch
Woori Bank Co., Ltd., Los Angeles Branch
Woori Bank Co., Ltd., New York Branch

VIETNAM
Agricultural Bank of China Limited, Hanoi Branch
An Binh Commercial Joint Stock Bank*
ANZ Bank (Vietnam) Limited*
Asia Commercial Joint Stock Bank (ACB)*
Bangkok Bank Public Co., Ltd., Ho Chi Minh City Branch
Bank of China (Hong Kong) Limited, Ho Chi Minh Branch
Bao Viet Joint Stock Commercial Bank*
China Construction Bank Corporation, Ho Chi Minh City Branch
Citibank N.A., Hanoi Branch
DBS Bank Ltd., Ho Chi Minh City Branch
DongA Joint Stock Commercial Bank (DongA Bank)*
Global Petro Sole Member Limited Commercial Bank (GPBank)*
Ho Chi Minh City Development Joint Stock Commercial Bank (HD Bank)*
Hong Leong Bank Vietnam Limited*
Indovina Bank Limited (IVB)*
Industrial and Commercial Bank of China Limited (ICBC), Hanoi Branch
Industrial Bank of Korea, Ho Chi Minh City Branch
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)*
Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV)*
KEB Hana Bank Co., Ltd., Hanoi Branch
KEB Hana Bank Co., Ltd., Ho Chi Minh City Branch
Kookmin Bank Co., Ltd., Hanoi Branch
Kookmin Bank Co., Ltd., Ho Chi Minh City Branch
Lien Viet Post Joint Stock Commercial Bank (LienVietPostBank)*
Mega International Commercial Bank Co., Ltd., Ho Chi Minh City Branch
Military Commercial Joint Stock Bank (MBBank)*
Mizuho Bank Ltd., Hanoi Branch
National Citizen Commercial Joint Stock Bank (NCB)*
Nonghyup Bank, Hanoi Branch
Ocean Commercial One Member Limited Liability Bank (OceanBank)*
Orient Commercial Joint Stock Bank (OCB)*
Petrolimex Group Commercial Joint Stock Bank (PG Bank)*
Public Bank Vietnam Limited*
Saigon - Hanoi Commercial Joint Stock Bank (SHB)*
Saigon Bank for Industry and Trade (Saigonbank)*
Saigon Joint Stock Commercial Bank (SCB)*
Saigon Thuong Tin Commercial Joint Stock Bank (Sacombank)*
Shinhan Bank Vietnam Limited*
State Bank of Vietnam*
Tien Phong Commercial Joint Stock Bank (TPBank)*
Viet Capital Commercial Joint Stock Bank (Viet Capital Bank)
Vietnam Asia Commercial Joint Stock Bank (VietABank)*
Vietnam - Russia Joint Venture Bank (VRB)*
Vietnam Bank for Agriculture and Rural Development (Agribank)*
Vietnam Export Import Commercial Joint Stock Bank (Eximbank)*
Vietnam International Commercial Joint Stock Bank (VIBBank)*
Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank)*
Vietnam Maritime Commercial Joint Stock Bank (Maritime Bank)*
Vietnam Prosperity Joint Stock Commercial Bank (VPBank)*
Vietnam Public Joint Stock Commercial Bank (PVcomBank)*
Vietnam Technological and Commercial Joint Stock Bank (Techcombank)*
Vietnam Thuong Tin Commercial Joint Stock Bank (VietBank)*
Woori Bank Vietnam Limited*

TRANSACTIONS

Transactions by insiders and related parties of insiders involving SeABank shares

No.	The person executing the transaction	Relationships with insiders	Number of shares held at the beginning of the period *(December 31, 2024) (*)*		Number of shares held at the end of the period *(December 31, 2025)*		Reasons for increase or decrease *(buying, selling, converting, rewarding, etc.)*
			Number of shares	Proportion	Number of shares	Proportion	
1	**Le Van Tan**	Chairman of the Board	10,075,697	0.355%	11,575,697	0.407%	Purchase shares issued under the 2024 Employee Stock Option Program
2	**Nguyen Thi Nga**	Permanent Vice Chairman of the BOD	111,583,628	3.936%	120,083,628	4.221%	Purchase shares issued under the 2024 Employee Stock Option Program Purchase shares
3	**Khuc Thi Quynh Lam**	Vice Chairman of the BOD	10,518,606	0.371%	11,418,606	0.401%	Purchase shares issued under the 2024 Employee Stock Option Program
4	**Mathew Nevil Welch**	Board Member	-	0.000%	100,000	0.004%	Purchase shares issued under the 2024 Employee Stock Option Program
5	**Fergus Macdonald Clark**	Independent member of the BOD	-	0.000%	100,000	0.004%	Purchase shares issued under the 2024 Employee Stock Option Program
6	**Tran Thi Thanh Thuy**	Board Member	196,601	0.007%	266,601	0.009%	Purchase shares issued under the 2024 Employee Stock Option Program
7	**Nguyen Ngoc Quynh**	Head of the Supervisory Board	1,098,989	0.039%	1,238,989	0.044%	Purchase shares issued under the 2024 Employee Stock Option Program
8	**Vu Thi Ngoc Quynh**	Supervisory Board Member	5,944,737	0.210%	8,009,737	0.282%	Purchase shares issued under the 2024 Employee Stock Option Program
9	**Vu Thu Thuy**	Supervisory Board Member	-	0.000%	20,000	0.001%	Purchase shares issued under the 2024 Employee Stock Option Program
10	**Luong Duy Dong**	Supervisory Board Member	22,623	0.001%	42,623	0.001%	Purchase shares issued under the 2024 Employee Stock Option Program
11	**Le Quoc Long**	General Director	4,537,635	0.160%	4,947,635	0.174%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program
12	**Vu Dinh Khoan**	Deputy General Manager	1,580,921	0.056%	1,761,121	0.062%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
13	**Nguyen Thi Thu Huong**	Deputy General Manager	3,383,817	0.119%	653,817	0.023%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares

No.	The person executing the transaction	Relationships with insiders	Number of shares held at the beginning of the period (December 31, 2024) (*)		Number of shares held at the end of the period (December 31, 2025)		Reasons for increase or decrease (buying, selling, converting, rewarding, etc.)
			Number of shares	Proportion	Number of shares	Proportion	
14	**Hoang Manh Phu**	Deputy General Manager	1,405,141	0.050%	1,510,141	0.053%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program
15	**Nguyen Tuan Cuong**	Deputy General Manager	1,250,683	0.044%	370,000	0.013%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
16	**Dang Thu Trang**	Deputy General Manager	500,955	0.018%	251,255	0.009%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
17	**Nguyen Hong Quang**	Deputy General Manager	350,317	0.012%	425,317	0.015%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
18	Nguyen Tuan Anh	Deputy General Manager	230,223	0.008%	275,000	0.010%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
19	**Le Thanh Hai**	Deputy General Manager	635,101	0.022%	731,101	0.026%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
20	**Bui Quoc Hieu**	Deputy General Manager	150,828	0.005%	140,028	0.005%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
21	**Nguyen Thi Hoai Phuong**	Chief Accountant	148,877	0.005%	152,077	0.005%	Receive shares under the 2024 Employee Stock Bonus Program Purchase shares issued under the 2024 Employee Stock Option Program Sell shares
22	**Vu Quoc Tuan**	Corporate Governance Officer	64,456	0.002%	70,006	0.002%	Purchase shares issued under the 2024 Employee Stock Option Program Sell shares

No.	The person executing the transaction	Relationships with insiders	Number of shares held at the beginning of the period (December 31, 2024) (*)		Number of shares held at the end of the period (December 31, 2025)		Reasons for increase or decrease (buying, selling, converting, rewarding, etc.)
			Number of shares	Proportion	Number of shares	Proportion	
23	Dao Minh Nguyet	Corporate Governance Officer	100,404	0.004%	130,404	0.005%	urchase shares issued under the 2024 Employee Stock Option Program
24	Hoang Tuyet Mai	Corporate Governance Officer	123,645	0.004%	40,145	0.001%	Selling shares
25	**SeABank Head Office Trade Union**	SeABank's socio-political organization	1,135,402	0.040%	844,709	0.030%	Receiving transferred shares from employees who have left the company and are subject to transfer restrictions under the ESOP program. Transferring shares to managers under the 2024 manager stock bonus program
26	**Le Tuan Anh**	The son of Madame Nguyen Thi Nga - Permanent Vice Chairman of the BOD	48,305,493	1.704%	36,420,166	1.280%	Selling shares
27	**Vu Thi Nga Hang**	Em gái bà Vũ Thị Ngọc Quỳnh - Thành viên BKS	32,893	0.001%	9,464	0.0003%	Selling shares

(*) For new personnel appointed during the year, the initial number of shares is calculated from the date of appointment.

Transactions with related parties, insiders, and related parties of insiders

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
I.	**Le Van Tan**	**Chairman of the Board**		Credit transactions (***): Credit card Non-credit transactions (****): 305 million VND	
	Le Kieu Anh	People related to Mr. Le Van Tan		Credit transactions: Credit cards Non-credit transactions (****): 8,231 million VND	
	Duc Thinh Investment, Construction and Trading Co., Ltd.	People related to Mr. Le Van Tan		Non-credit transactions (****): VND 13,793 million	
II	**Nguyen Thi Nga**	**Permanent Vice Chairman of the BOD**		Credit transactions: Credit cards Non-credit transactions: Leasing premises to SeABank	
	Le Huu Bau	People related to Madame Nguyen Thi Nga		Credit transactions: Credit cards Non-credit transactions: Leasing premises to SeABank	
	Le Tuan Anh	People related to Madame Nguyen Thi Nga		0	
	Phu My Development and Investment Company Limited	People related to Madame Nguyen Thi Nga		GNon-credit transactions: 606 million VND	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
	BRG Group - JSC	People related to Madame Nguyen Thi Nga		Non-credit transactions: VND 512,246 million and USD 1,467	
	North Hanoi Smart City Investment and Development Joint Stock Company	People related to Madame Nguyen Thi Nga	1219/2024/NQ HĐQT	Through a credit package worth VND 4,300,000 dated December 26, 2024. Payment guarantee of VND 89,151,000 Non-credit transactions: VND 2,327,444,000	
	Vietnam Aircraft Leasing Corporation	People related to Madame Nguyen Thi Nga		Non-credit transactions: VND 1,679,485 million and USD 163,476 million	
	Big C Thang Long International Trade and Supermarket Services Co., Ltd.	Madame Nguyen Thi Nga is the Chairwoman of the BOD.		Credit transactions: Loan limit of VND 240 billion and medium-term credit of VND 150 billion Non-credit transactions: VND 6,042 million	
	Hoang Vien Quang Ba Co., Ltd.	People related to Madame Nguyen Thi Nga		Non-credit transactions: VND 306,699 million and USD 932,052. Storage and safekeeping services	
	Hanoi Real Estate Services and Trading Joint Stock Company	People related to Madame Nguyen Thi Nga		Leasing premises to SeABank Non-credit transactions: VND 259,337 million	
III	**Le Thu Thuy**	**Vice Chairman of the BOD**		0	
IV	**Khuc Thi Quynh Lam**	**Vice Chairman of the BOD**		Non-credit transactions: VND 19,089 million	
	Nguyen Duy Hung	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: 7,148 million VND	
	Nguyen Tuong Huy	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: 357 million VND	
	Nghe An Agricultural and Aquatic Products Joint Stock Company	A person related to Mrs. Khuc Thi Quynh Lam		Credit transactions: Credit limit of 80 billion VND Non-credit transactions: 1,595 million VND	
	Vietfracht Transport and Chartering Joint Stock Company	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: VND 20,920 million and USD 96,387	
	Thang Long GTC Joint Stock Company	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: VND 1,113,442 million, USD 180, and EUR 321	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
	Vietfracht Hung Yen Logistics Joint Stock Company	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: VND 14,515 million	
	Vietfracht Hai Phong One-Member Limited Liability Company	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: VND 14,594 million	
	Vietfracht Hanoi One-Member Limited Liability Company	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: VND 122,095 million	
	Vietfracht Ho Chi Minh Co., Ltd.	A person related to Mrs. Khuc Thi Quynh Lam		Rental of premises Non-credit transactions: VND 8,235 million and USD 18,172	
	Van Loc Investment, Finance and Trading Company Limited	A person related to Mrs. Khuc Thi Quynh Lam		Non-credit transactions: 743 million VND	
V	**Mathew Nevil Welch**	**Board Member**		Non-credit transactions: 182 million VND	
	Nguyen Khang Investment Management Co., Ltd.	A person related to Mr. Mathew Nevil Welch		Non-credit transactions: 10,673 million VND	
VI.	**Fergus Macdonald Clark**	**Independent member of the BOD**		Non-credit transactions: 156 million VND	
	Song Nhue Tourism Hotel Joint Stock Company	A relative of Mr. Fergus Macdonald Clark		Lease of premises to SeABank Non-credit transactions: VND 1,772 million	
	Nguyen Thuy Loan	A relative of Mr. Fergus Macdonald Clark		Credit transactions: 605 million VND	
VII	**Tran Thi Thanh Thuy**	**Board Member**		Credit transactions: Credit cards Non-credit transactions: VND 21,140 million, USD 100,000	
	Tran Thai Dang	People related to Mrs. Tran Thi Thanh Thuy		Non-credit transactions: 2 billion VND	
	Vo Thai Duong	People related to Mrs. Tran Thi Thanh Thuy		Non-credit transactions: 210 million VND	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
	Dang Phuong Linh	People related to Mrs. Tran Thi Thanh Thuy		Non-credit transactions: 690 million VND	
VIII	**Nguyen Ngoc Quynh**	**Head of the Supervisory Board**		Credit transactions: Credit cards Non-credit transactions: 3,298 million VND	
IX	**Vu Thi Ngoc Quynh**	**Supervisory Board Member**			
	Vuong Tien Trading Company Limited	People related to Mrs. Vu Thi Ngoc Quynh		Non-credit transactions: 416 million VND	
X	Nguyen Thanh Luan	Supervisory Board Member		Credit transactions: Credit cards	
	Nguyen Quynh Diep	People related to Mr. Nguyen Thanh Luan		Non-credit transactions: 1,196 million VND	
	Tran Thu Hoa	People related to Mr. Nguyen Thanh Luan		Non-credit transactions: 3,129 million VND	
XI	**Vu Thu Thuy**	**Supervisory Board Member**		Credit transactions: Credit cards Non-credit transactions: 820 million VND	
	An Phu Trading, Investment and Import-Export Company Limited	**People related to Mrs. Vu Thu Thuy**		Non-credit transactions: VND 60,957 million	
XII	**Luong Duy Dong**	**Supervisory Board Member**		Non-credit transactions: 63 million VND	
XIII	**Le Quoc Long**	**General Director**		0	
	Hoang Thi Kieu Yen	People related to Mr. Le Quoc Long		Non-credit transactions: VND 126,53 million	
XIV	**Vu Dinh Khoan**	**Deputy General Manager**		Non-credit transactions: 1,013 million VND	
	Vu Trinh My Linh	People related to Mr. Vu Dinh Khoan		Non-credit transactions: 1,599 million VND	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
XV	**Nguyen Thi Thu Huong**	**Deputy General Manager**		Credit transactions: Credit cards Non-credit transactions: 549 million VND	
	Luong Thi De	**People related to Mrs. Nguyen Thu Thu Huong**		Non-credit transactions: 2,268 million VND	
	Nguyen Xuan Nam	People related to Mrs. Nguyen Thu Thu Huong		Non-credit transactions: 1,389 million VND	
	Nguyen Xuan Phong	People related to Mrs. Nguyen Thu Thu Huong		0	
	Nguyen Thi Hong Thom	People related to Mrs. Nguyen Thu Thu Huong		Credit transactions: 2,100 million VND Non-credit transactions: 1,051 million VND	
XVI	**Hoang Manh Phu**	**Deputy General Manager**		Non-credit transactions: 257 million VND	
	Dinh Thi Hanh	**People related to Mr. Hoang Manh Phu**		Non-credit transactions: 10,977 million VND	
	Nguyen Mong Hung	**People related to Mr. Hoang Manh Phu**		Non-credit transactions: 715 million VND	
XVII.	Nguyen Tuan Cuong	Deputy General Manager	Resolution No. 335/2024/NQ-HĐQT	Credit transactions: Credit cards. Non-credit transactions: 3,140 million VND	
	Nguyen Hoang Van	People related to Mr. Nguyen Tuan Cuong		Non-credit transactions: 483 million VND	
	Ngo Mong Hoan	People related to Mr. Nguyen Tuan Cuong		Non-credit transactions: 1,979 million VND	
XVIII	**Dang Thu Trang**	**Deputy General Manager**		Credit transactions: Credit cards. Non-credit transactions: 1,664 million VND	
XIX	**Nguyen Hong Quang**	**Deputy General Manager**		Non-credit transactions: 4,309 million VND	
	Nguyen Bao Ngoc	**People related to Mr. Nguyen Hong Quang**		Non-credit transactions: 3,581 million VND	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
	Nguyen Ho Dien	**People related to Mr. Nguyen Hong Quang**		Non-credit transactions: 612 million VND	
	Ta Thi Thuan	**People related to Mr. Nguyen Hong Quang**		Non-credit transactions: 313 million VND	
	Nguyen Trung Ha	People related to Mr. Nguyen Hong Quang		Non-credit transactions: 1,831 million VND	
	Kim Dung's City	People related to Mr. Nguyen Hong Quang		Non-credit transactions: 1,220 million VND	
XX	**Nguyen Tuan Anh**	**Deputy General Manager**		Credit transactions: Credit cards Non-credit transactions: 212 million VND	
	Nguyen Minh Hien	People related to Mr. Nguyen Tuan Anh		Non-credit transactions: VND 15,689 million	
XXI	Bui Quoc Hieu	Deputy General Manager		Non-credit transactions: 165 million VND	
	Le Lan Huong	People related to Mr. Bui Quoc Hieu		Non-credit transactions: 3,064 million VND	
	Doan Thi Hong Duong	**People related to Mr. Bui Quoc Hieu**		Non-credit transactions: 5,102 million VND	
XXII	**Le Thanh Hai**	**Deputy General Manager**		Credit transactions: Credit cards Non-credit transactions: VND 15,675 million	
	Vuong Thi Nga	**People related to Mr. Le Thanh Hai**		Non-credit transactions: 1,150 million VND	
	Lo Thi Hong Hai	People related to Mr. Le Thanh Hai		Credit transactions: Credit cards Non-credit transactions: 1,782 million VND	
	Lo Thi Ha	People related to Mr. Le Thanh Hai		Non-credit transactions: 2,683 million VND	
XXIII	Nguyen Thi Hoai Phuong	Chief Accountant		Non-credit transactions: 325 million VND	

Transactions with related parties, insiders, and related parties of insiders: (continued)

No.	Name of organization/ individual	Relationship with SeABank	Resolution/ Decision Number of the General Meeting of Shareholders/ BOD Approved (*)	Content, quantity, total transaction value (**)	Note
XXIV	**Vu Quoc Tuan**	**Corporate Governance Officer**		Credit transactions: 6,319 million VND Credit transactions: Credit cards	
	Bui Thi Thu Huyen	People related to Mr. Vu Quoc Tuan		Credit transactions: 420 million VND	
	Dinh Thi Chien	People related to Mr. Vu Quoc Tuan		Non-credit transactions: 425 million VND	
XXV	**Dao Minh Nguyet**	**Corporate Governance Officer**		Credit transactions: VND 12,902 million Non-credit transactions: VND 742 million and USD 2,000	
	Trinh Thi Minh Tan	People related to Mrs. Dao Minh Nguyet		Non-credit transactions: 258 million VND	
XXVI	**Hoang Tuyet Mai**	**Corporate Governance Officer**		Credit transactions: 7,932 million VND Credit card transactions Non-credit transactions: 156 million VND	
	Vu Ngoc Kim Ngan	People related to Mrs. Hoang Tuyet Mai		Non-credit transactions: 1,031 million VND	
XXVII	**SeABank Asset Management and Exploitation Company Limited (SeABank AMC)**	**Subsidiary company**		Non-credit transactions: VND 808,349 million Rental of premises	
	Dang Tung Son	Representative of SeABank's capital contribution		Credit transactions: 1,000 million VND Non-credit transactions: 371 million VND	
	Vo Long Nhi	**Representative of SeABank's capital contribution**		Credit Card Transactions Non-credit transactions: 51 million VND	
XXVIII	**SeABank Head Office Trade Union**			Transaction details as of December 31, 2025: Deposit: VND 1,818 million	

(*) In addition to the BOD' Resolutions mentioned, other contracts/transactions listed in this Appendix between SeABank and related parties regarding deposit taking, credit granting via credit cards, etc., are implemented on the basis of BOD' Resolution No. 1918/2020/NQ-HĐQT dated December 8, 2020, Resolution No. 721/2023/NQ-HĐQT, and other relevant Resolutions/Decisions.

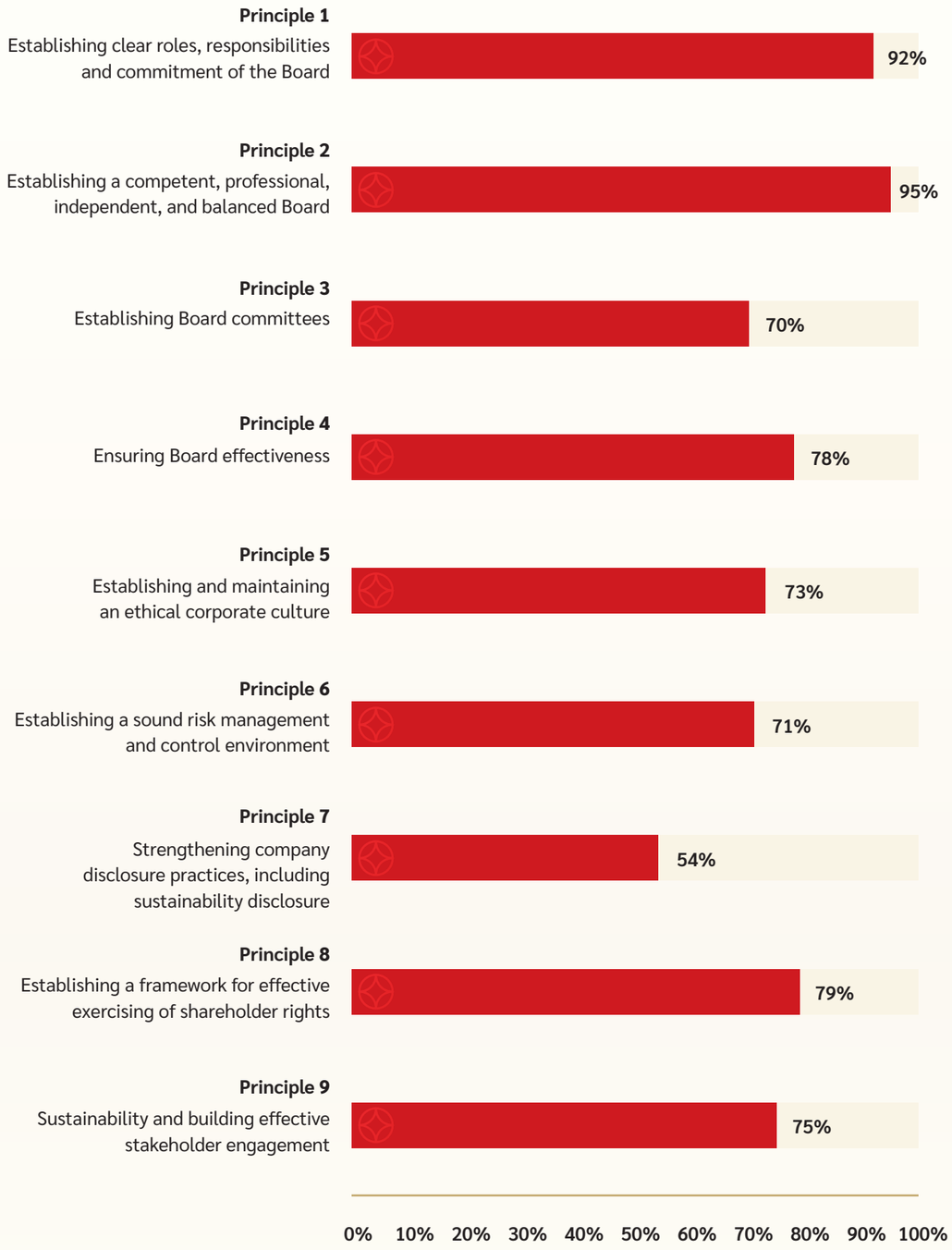
(**) Transaction value and transaction quantity are determined as of December 31, 2025.

(***) Credit granting transactions include lending, discounting, financial leasing, factoring, bank guarantees, letters of credit and other credit granting operations.

(****) Non-credit transactions include, but are not limited to, all other transactions arising with the Bank other than credit granting transactions such as deposits, opening payment accounts, collection and disbursement services, buying/selling, leasing/renting assets, premises, etc.

APPENDIX: ASSESSMENT OF COMPLIANCE WITH THE 2026 VIETNAM CORPORATE GOVERNANCE CODE

Overview



Detailed Assessment

Code	Section	CG Code 2026 Principle	Assessment Criteria	Compliance Level	Explanation	Notes
P1.1	Responsibilities of the Board of Directors	P1	The Board clearly defines and discloses the full scope of its roles, responsibilities and accountabilities.	Met	The Charter, Internal Regulations on Corporate Governance, Regulations on the Organization and Operation of the BOD, and corporate governance reports are periodically disclosed on the Investor Relations section of the SeABank website.	https://www.seabank.com.vn/nha-dau-tu https://www.seabank.com.vn/nha-dau-tu/tai-lieu-phap-ly
P1.2	Responsibilities of the Board of Directors	P1	The Board oversees strategy, business plans, human resources, risk management, and compliance.	Met	The 2025 and 2026 AGM documents state that the BOD meets periodically on a quarterly basis or on an ad-hoc basis to evaluate business performance, human resources, risks, and compliance control.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P1.3	Responsibilities of the Board of Directors	P1	The Board reviews transactions with related parties and conflicts of interest in accordance with its authority.	Met	The 2026 AGM documents and the 2025 Corporate Governance report include information on related-party transactions and disclosures as required by the governance report.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong https://www.seabank.com.vn/nha-dau-tu/bao-cao-quan-tri
P2.1	Structure of the Board of Directors	P2	The Board members possess a diversified and broad range of expertise, skills and competencies, experience, gender, and internationalization, suitable for the strategy.	Met	SeABank added an independent foreign member in 2025. The Annual Report has disclosed member information and evaluated the general competence structure, experience, gender, age, and internationalization.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien *Information is presented on pages 140-149 of this Report.*
P2.2	Structure of the Board of Directors	P2	The ratio of independent Board members meets best practices and possesses sufficient supervisory capacity.	Partially Met	Independent members account for more than one-third of the Board; however, the level of Board independence is not yet a distinguishing strength compared with regional best practices.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien *Information is presented on page 133 of this Report.*

Code	Section	CG Code 2026 Principle	Assessment Criteria	Compliance Level	Explanation	Notes
P2.3	Structure of the Board of Directors	P2	The roles of Board chairperson and CEO should be separate, with clearly defined leadership responsibilities.	Met	The disclosed governance model separates the BOD, the Supervisory Board, and the CEO/ Executive Management Board.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien https://www.seabank.com.vn/nha-dau-tu/bao-cao-quan-tri
P3.1	Board Committees	P3	Establishment of an Audit Committee under the BOD.	Partially Met	The functions of the Audit Committee are currently performed by the Supervisory Board and the Risk Management Committee of the Bank. A separate Audit Committee is expected to be established in 2026.	As a commercial bank, SeABank (SSB) is required to follow a corporate governance structure comprising GMS - BOD - Supervisory Board.
P3.2	Board Committees	P3	The Audit Committee is headed by an appropriate independent/non-executive member.	Not Met	The Risk Management Committee is currently chaired by the Chairman of the BOD.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien
P3.3	Board Committees	P3	Establishment of other specialized committees on HR, risk, compensation/ nomination.	Met	SeABank has a Human Resources Committee with functions including compensation/ nomination, and a Risk Management Committee.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien *Information is presented on page 152 and pages 203-204 of this Report.*
P4.1	Board Effectiveness	P4	The BOD meets with sufficient frequency, has documentation, resolutions, and tracks implementation.	Met	The 2025 and 2026 AGM documents stated that the BOD meets quarterly and on an ad hoc basis when necessary.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong *Information is presented on pages 165-187 of this Report.*
P4.2	Board Effectiveness	P4	Conduct assessments of the performance of the whole Board, each individual member, and Board committees under clearly defined procedures.	Partially Met	Had performance reports of the whole BOD and each member in the AGM documents. The evaluation process and criteria are detailed in the Internal Regulations on Corporate Governance and the Regulations on the Organization and Operation of the BOD.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong https://www.seabank.com.vn/nha-dau-tu/tai-lieu-phap-ly
P4.3	Board Effectiveness	P4	Ongoing capacity development and knowledge updates for the Board on legal, risk, ESG, and technology matters.	Met	Capacity development programs for BOD members have been reported in detail in SeABank's Annual Report.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien *Information is presented on pages 206-209 of this Report.*
P5.1	Ethics	P5	There is a code of ethics/conduct and an implementation mechanism throughout the Bank.	Met	The Sustainability Report/Annual Report contains detailed content on ethics, compliance, and culture.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien https://www.seabank.com.vn/nha-dau-tu/tai-lieu-phap-ly
P5.2	Ethics	P5	There is a speak-up/whistleblowing mechanism, with confidentiality and anti-retaliation measures.	Partially Met	There is a mechanism for reporting concerns in the ESG/Sustainability report, which has been disclosed on the Bank's website.	https://www.seabank.com.vn/tin-tuc/thong-tin-tuan-thu/tuyen-bo-tuan-thu *Information is presented on page 128 and page 175 of the 2025 Sustainability Report.*
P5.3	Ethics	P5	Management of conflicts of interest, related-party transactions, and integrity standards.	Met	The Corporate Governance report and AGM documents disclose related-party transactions.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P6.1	Control & Risk	P6	The Board establishes and oversees a comprehensive risk management framework.	Met	The 2025 and 2026 AGM documents state that the BOD evaluated risk management; SeABank disclosed its risk management system.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P6.2	Control & Risk	P6	Effective oversight of internal control, internal audit, and independent audit systems.	Partially Met	The Supervisory Board is taking charge of overseeing, in accordance with the 2024 Law on Credit Institutions. The expected establishment of an independent Audit Committee in 2026 will strengthen audit/control supervision.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien

Code	Section	CG Code 2026 Principle	Assessment Criteria	Compliance Level	Explanation	Notes
P6.3	Control & Risk	P6	Integration of ESG, climate, technology, and data risk management.	Partially Met	SeABank has announced its strategic direction on ESG and E&S risk management. The Bank is considering expanding its disclosures on climate, technology, and data risks.	https://www.seabank.com.vn/tin-tuc/tin-seabank/news/seabank-cong-bo-bao-cao-phat-trien-ben-vung-khang-dinh-cam-ket-kien-tao-gia-tri-ben-lau
P7.1	Transparency	P7	Timely and complete disclosure of Annual Report, Financial Statements, and Corporate Governance Report.	Met	The 2025 Corporate Governance Report was disclosed on 30 January 2026 on the Bank's Corporate Governance webpage, and the 2025 Annual Report was disclosed on the Investor Relations webpage.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-quan-tri https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien
P7.2	Transparency	P7	Disclosure of sustainability/ ESG information according to structured standards.	Met	SeABank has a separate ESG/Sustainability report and discloses sustainability information in the Annual Report.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien https://www.seabank.com.vn/tin-tuc/tin-seabank/news/seabank-cong-bo-bao-cao-phat-trien-ben-vung-khang-dinh-cam-ket-kien-tao-gia-tri-ben-lau
P7.3	Transparency	P7	Clear disclosure of the remuneration of the BOD/ Supervisory Board/ Executive Management Board, and mechanisms linked to long-term performance.	Partially Met	Information on remuneration is disclosed in documents/ Annual Report; but the linkage to long-term performance or ESG-related KPIs has not yet been clearly stated.	https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P8.1	Shareholder Rights	P8	Shareholders have timely and complete access to AGM documents, with bilingual versions provided where available.	Met	SeABank published the 2026 AGM documents on website; corporate governance reports are published periodically.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong https://www.seabank.com.vn/nha-dau-tu/bao-cao-quan-tri
P8.2	Shareholder Rights	P8	Shareholders are able to exercise their voting rights on key matters, elect BOD/Supervisory Board members, and receive dividends.	Met	The 2026 AGM approved the business plan, dividend distribution, and capital increase; information on the 2026 AGM was disclosed by SeABank.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P8.3	Shareholder Rights	P8	Protection of minority shareholders, transparent handling of shareholder opinions/ questions.	Met	Guidance for shareholders to contribute opinions/ questions before and during the AGM.	https://www.seabank.com.vn/nha-dau-tu/dai-hoi-dong-co-dong
P9.1	Sustainability & Stakeholders	P9	The BOD integrates sustainability/ESG into strategy, governance, and oversight.	Met	The Annual Report/ ESG report outlines SeABank's strategic direction on ESG and sustainability, as well as their integration into the Bank's operations.	https://www.seabank.com.vn/tin-tuc/tin-seabank/news/seabank-cong-bo-bao-cao-phat-trien-ben-vung-khang-dinh-cam-ket-kien-tao-gia-tri-ben-lau https://www.seabank.com.vn/nha-dau-tu/bao-cao-thuong-nien
P9.2	Sustainability & Stakeholders	P9	There is a mechanism for consultation, dialogue, and addressing stakeholder concerns	Met	The Sustainability Report includes content regarding stakeholder engagement and mechanisms for consultation, dialogue, and processes for addressing stakeholder concerns, although no such concerns have arisen in practice.	https://www.seabank.com.vn/tin-tuc/tin-seabank/news/seabank-cong-bo-bao-cao-phat-trien-ben-vung-khang-dinh-cam-ket-kien-tao-gia-tri-ben-lau https://www.seabank.com.vn/tin-tuc/tin-seabank/phat-trien-ben-vung/tuyen-bo-chinh-sach-quan-ly-rui-ro-moi-truong-va-xa-hoi
P9.3	Sustainability & Stakeholders	P9	Governance and measurement of climate, environmental, social, and community impacts	Partially met	ESG/sustainability information is disclosed; Quantitative climate-related indicators, Scope 1/2/3 GHG emissions, and credit portfolio impacts are currently under detailed review and assessment.	https://www.seabank.com.vn/tin-tuc/tin-seabank/phat-trien-ben-vung/tuyen-bo-chinh-sach-quan-ly-rui-ro-moi-truong-va-xa-hoi

APPENDIX: ASSESSMENT OF SEABANK'S COMPLIANCE WITH THE 2025 ASEAN CORPORATE GOVERNANCE SCORECARD

LEVEL 1

Code	No.	Question	Answer	Explanation	Supporting Documents
A	**Rights and Equitable Treatment of Shareholders**				
A.1		**Basic Shareholder Rights**			
A.1.1	1	Does the company pay (interim and final/annual) dividends in an equitable and timely manner, that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends?	**Yes**	The dividend payment timeline is subject to approval by the SBV in accordance with Vietnamese law and may therefore differ from generally accepted market practice.	https://www.seabank.com.vn/nha-dau-tu/cong-bo-thong-tin
		In case the company has offered Scrip dividend, did the company paid the dividend within 60 days?	**No**	As the SBV prescribes procedures and approval timelines that differ from those applicable to ordinary enterprises, this timeline is not applicable.	
A.2		**Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings**			
A.2.1	2	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/ commissioners?	**Yes**	Remuneration and budget plans for the BOD are approved by the AGM.	"Section V-9 of 2025 Annual Report (SeABank) 2026 AGM Documents - Report on remuneration and expenses of the Board of Directors in 2025. Minutes of the 2026 AGM 2026 AGM Documents"
A.2.2	3	Does the company provide non-controlling shareholders a right to nominate candidates for BOD/commissioners?	**Yes**	Shareholders/groups of shareholders holding 05% or more of the total common shares have the right to nominate candidates for the BOD.	"Article 73 of SeABank Charter Section I.C Guidelines for nomination and candidacy for Board members 2025 2026, 2025 AGM Documents"
A.2.3	4	Does the company allow shareholders to elect directors/ commissioners individually?	**Yes**	Shareholders exercise cumulative voting for candidates for the BOD at the AGM.	"Article 38.3 of SeABank Charter Minutes of the 2026, 2025 AGM 2026 AGM Documents"
A.2.4	5	Does the company disclose the voting procedures used before the start of the meeting?	**Yes**	The working and voting regulations at the Meeting are disclosed in the AGM Documents and approved by all attending shareholders before the Meeting proceeds.	"2026 AGM Documents - Draft Working and Voting Regulations. Minutes of the 2026 AGM 2026 AGM Documents SeABank Disclosure Webpage - Investor section"
A.2.5	6	Do the minutes of the most recent AGM record that the shareholders were given the opportunity to ask questions and the questions raised by shareholders and answers given recorded?	**Yes**	All shareholder questions are recorded in the Question and Answer Sheet at the meeting, as shown in Section IV.B of the Minutes of the AGM.	"Section V.B Minutes of the AGM Minutes of the 2026, 2025 AAGM 2026, 2025 AGM Documents"
A.2.6	7	Does the company disclose the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the most recent AGM?	**Yes**	Details of the number of votes and percentages for each Resolution are in Section II.B of the Minutes of the AGM.	"Section II.B Minutes of the AGM Minutes of the 2026 AGM 2026 AGM Documents"
A.2.7	8	Does the company disclose the list of board members who attended the most recent AGM?	**Yes**	The list of BOD members attending the most recent AGM is disclosed in Section A - Meeting Attendance, Minutes of the AGM.	"Section A - Minutes of the AGM Minutes of the 2025, 2026 AGM 2026 AGM Documents"
A.2.8	9	Does the company disclose that all Board members and the CEO/Managing Director (if the CEO/Managing Director is not a Board member) attended the most recent AGM?	**Yes**	The list of EMB members attending the most recent AGM is disclosed in Section A - Meeting Attendance, Minutes of the AGM.	"Section A Minutes of the AGM Minutes of the 2026, 2025 AGM"

Code	No.	Question	Answer	Explanation	Supporting Documents
A.2.9	10	Does the company allow voting in absentia?	**Yes**	Shareholders may vote in absentia by authorizing other individuals or organizations to attend and vote at the meeting; or by attending and voting via online conference, electronic voting, or other electronic means; or by sending the original signed and stamped (if applicable) ballot to the meeting via post/courier and/or via email to the address/email of SeABank as notified in the meeting invitation.	"Section I.B Minutes of the AGM Article 43.3 of the Bank's Charter Minutes of the 2026 AGM 2026 AGM Documents"
A.2.10	11	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	**Yes**	Shareholders discuss and vote on each issue in the agenda. Voting is conducted by voting for, against, or abstaining. The vote counting results are announced by the chairperson immediately before the meeting closes, unless the GMS decides otherwise.	"Working and voting regulations at the AGM, Voting Cards and Ballots. Article 45.5 of the Bank's Charter. Minutes of the 2026 AGM 2026 AGM Documents"
A.2.11	12	Does the company disclose that it has appointed an independent party (scrutineers/ inspectors) to count and/or validate the votes at the AGM?	**Yes**	Vote counting is conducted by the Vote Counting Committee, comprising independent organizations and individuals. The 2026 Vote Counting Committee consisted of representatives of Asean Securities JSC - the independent consultant appointed by the Bank, and one minority shareholder who is not an employee of the Bank.	"Section II.B Minutes of the AGM; Vote Counting Minutes and Election Counting Minutes. Minutes of the 2026 AGM 2026 AGM Documents"
A.2.12	13	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	**Yes**	SeABank's 2025 AGM was held on April 25, 2025. The Resolution and Minutes of the AGM were disclosed on the SeABank website on April 26, 2025.	"Minutes and Resolutions of the 2025 and 2026 AGM were disclosed on SeABank website - Investor section Minutes of the 2026 AGM"
A.2.13	14	Does the company provide at least 21 days notice for all AGMs and EGMs?	**Yes**	"2025 AGM: The invitation to the AGM and meeting documents were posted on the website on March 28, 2025. The AGM was held on April 25, 2025. In 2025, SeABank did not hold an Extraordinary General Meeting of Shareholders (EGM)."	"AGM Invitation Notice Minutes of the 2025, 2026 AGM 2025, 2026 AGM Documents"
A.2.14	15	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/ or the accompanying statement?	**Yes**	The 2025, 2026 AGM documents include a list of Resolutions, draft Resolutions, and Ballots for shareholders to vote.	"Minutes of the 2026, 2025 AGM 2026, 2025 AGM Documents"
A.2.15	16	Does the company give the opportunity for shareholders to place item/s on the agenda of general meetings and/ or to request for general meetings subject to a certain percentage?	**Yes**	The opportunity for shareholders to contribute agenda items is reflected in the AGM Notice, which states that: "shareholders and groups of shareholders in accordance with the Charter and applicable laws may submit written proposals to be included in the GMS agenda no later than three (3) working days before the opening date"	"AGM Invitation Notice Minutes of the 2026, 2025 AGM 2026, 2025 AGM Documents"
A.3	17	Markets for corporate control should be allowed to function in an efficient and transparent manner.	**Yes**	SeABank has issued Regulations on the internal control system, Internal Audit Regulations, Regulations on the organization and operation of the Supervisory Board, and established the RM, L&C Division.	"2025, 2026 Annual Report SeABank Charter Internal Governance Regulations Regulations on the Bank's internal control system"
A.3.1	18	In cases of mergers, acquisitions and/or takeovers requiring shareholders' approval, does the board of directors/commissioners of the company appoint an independent party to evaluate the fairness of the transaction price?	**Yes**	Yes. The 2025 AGM approved the acquisition of Asean Securities JSC. to become a subsidiary of SeABank. Currently, SeABank is submitting this plan to the SBV for approval. After receiving SBV approval, SeABank will proceed with subsequent procedures, including hiring an independent valuation company (purchase price, purchase volume, implementation method...)	Resolution No. 11 of the 2025 GMS
A.4	19	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.	**Yes**	The Charter stipulates the rights and obligations of shareholders.	SeABank Charter

Code	No.	Question	Answer	Explanation	Supporting Documents
A.4.1	20	Does the company disclose its practices to encourage shareholders to engage with the company beyond general meetings?	**Yes**	SeABank maintains and discloses dedicated contact information to support shareholders: Corporate Governance Secretariat team and Investor Relations team (BOD Office) to ensure that information reception and processing from shareholders and investors are carried out transparently, professionally, and in a timely manner. SeABank also collects shareholders' written opinions on matters within the authority. Shareholders seeking to exchange, update information, verify share ownership, or complete related procedures may obtain support from Asean Securities JSC.	"Section V-11.3.6 SeABank's Commitment - 2025 Annual Report 2025 Annual Report (SeABank) Contact section - SeABank website"
A.5		**Shares and Voting Rights**			
A.5.1	21	Where the company has more than one class of shares, does the company publicise the voting rights attached to each class of shares (e.g. through the company website / reports/ the stock exchange/ the regulator's website)?	**Yes**	SeABank has only one class of issued shares - its common shares (code: SSB) listed on the Ho Chi Minh Stock Exchange (HOSE). Accordingly, there areno classes of shares with different voting rights requiring separate disclosure. The voting results for each resolution are disclosed in the Minutes of the GMS published on SeABank's website.	
A.6		**Notice of AGM**			
A.6.1	22	Does each of the resolutions tabled at the most recent annual general meeting deal with only one item, i.e., there is no bundling of several items into the same resolution?	**Yes**	At SeABank's most recent GMS, contents were presented to shareholders in the form of separate reports and Resolutions. Each Resolution corresponds to a specific issue (e.g., Report on BOD performance, business performance, profit distribution plan...). Therefore, SeABank does not combine multiple contents into a single Resolution.	"Minutes and Resolutions of the 2025 and 2026 AGM were disclosed in the Investor section of the Website Minutes of the 2026 AGM"
A.6.2	23	"Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local-language version?"	**Yes**	Yes. SeABank always discloses documents on its website (bilingual - English and Vietnamese) at the same time. At the 2025 AGM, the Vietnamese Notice and Documents were disclosed along with the English version on March 28, 2025.	2025, 2026 AGM Documents
A.6		**Does the notice of AGM/circulars have the following details**			
A.6.3	24	Are the profiles of directors/commissioners (at least age, academic qualification, date of first appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	**Yes**	Yes. The 2025 AGM documents include: Proposal on adding Board members, Candidate introduction information (age, educational background, expertise, date of first appointment, experience, and current Board positions in other listed companies), Ballot template, Voting instructions.	"2025, 2026 AGM Documents Information table about candidates expected to be elected in the 2025, 2026 AGM disclosed along with the Meeting Documents"
A.6.4	25	Are the auditors seeking appointment/ re-appointment clearly identified?	**Yes**	Yes. The 2025 AGM approved PwC to be the independent auditor.	Minutes of the 2025, 2026 AGM
A.6.5	26	Were the proxy documents made easily available?	**Yes**	SeABank has disclosed the Proxy Form and Instructions for proxy attendance at the GMS on the website, helping shareholders access them easily. In case of difficulties regarding authorization, shareholders can contact the SeABank focal point (Investor Relations team for support).	"AGM Invitation Notice Minutes of the 2026, 2025 AGM 2026, 2025 AGM Documents"
A.7		**Insider trading and abusive self-dealing should be prohibited**			
A.7.1	27	Are the directors/ commissioners required to report their dealings in company shares within 3 business days?	**Yes**	Board members must report to the State Securities Commission, the Stock Exchange, and disclose information before and after executing SeABank's stock transactions in accordance with the law.	"Article 52.5 of SeABank Charter; Disclosure subsection on SeABank website - Investor section 2025 Annual Report"
A.8		**Related party transactions by directors and key executives**			
A.8.1	28	Does the company have a policy requiring a committee of independent directors/ commissioners to review material RPTs to determine whether they are in the best interests of the company and shareholders?	**Yes**	The Bank's Risk Management Committee will perform this function.	"Article 4.1.4 Regulations on the organization and operation of the Risk Management Committee issued by Decision No. 1212/2025/QD-HDQT. 2025 Annual Report (SeABank)"

Code	No.	Question	Answer	Explanation	Supporting Documents
A.8.2	29	Does the company have a policy requiring board members (directors/ commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	**Yes**	Board members with a conflict of interest in a matter submitted to the Board for decision shall abstain from voting on that matter, shall not be counted in determining the quorum for the relevant agenda item, and shall not be authorized by other Board members to vote on that matter.	"Article 56.3 of SeABank Charter. 2025 Annual Report"
A.8.3	30	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	**Yes**	Board members are prohibited from borrowing from SeABank, except for credit card issuance, which must be conducted on arm's-length terms and at market interest rates.	Articles 134 and 135 of the 2024 Law on Credit Institutions
A.9		**Protecting minority shareholders from abusive actions**			
A.9.1	31	"Does the company disclose that Related Party Transactions (RPTs) are conducted in such a way to ensure that they are fair and at arms' length?"	**Yes**	The Annual Report and published content on corporate governance described the control mechanism for related party transactions, conflicts of interest, and the principle that members with related interests do not participate in voting. This serves as the basis for ensuring RPTs are in the best interest of the Bank and shareholders, on a transparent and market-based footing.	2025 Annual Report (SeABank)
A.9.2	32	In case of related party transactions requiring shareholders' approval, is the decision made by disinterested shareholders?	**Yes**	For transactions requiring approval by the GMS/BOD, the conflict of interest mechanism requires that interested parties do not participate in voting.	"2025 Annual Report 2025 Corporate Governance Report"
B	**Sustainability and Resilience**				
B.1		**Sustainability-related disclosure should be consistent, comparable and reliable, and include retrospective and forward-looking material information that a Guiding Reference reasonable investor would consider important in making an investment or voting decision**			
		Material Sustainability-related information should be specified			
B.1.1	33	Does the company identify/report ESG topics that are material to the organization's strategy?	**Yes**	The 2024 Sustainability Report discloses the process for identifying material topics, the ESG materiality matrix, and the ranking of impacts on SeABank/ stakeholders.	2024 Sustainability Report (SeABank)
B.1.2	34	Does the company identify climate change as an issue?	**Yes**	SeABank includes content on climate change, E&S risk management, green finance, green/blue bonds, and targets for increasing the proportion of green credit; the report references TCFD.	"2024 Sustainability Report (SeABank) Regulations on the E&S Risk Management System and Sustainability Strategy at SeABank"
B.1.3	35	Does the company adopt an internationally recognized reporting framework or standard for sustainability (i.e. GRI, Integrated Reporting, SASB, IFRS Sustainability Disclosure Standards)?	**Yes**	The Sustainability Report is prepared in accordance with/ references GRI Standards, TCFD, and SDGs; the 2025 Annual Report also outlines the orientation for developing sustainability reports according to international standards such as IFRS and GRI.	"2024 Sustainability Report (SeABank) 2025, 2026 Annual Reports"
		If a company publicly sets a sustainability-related goal or target, the disclosure framework should provide that reliable metrics are regularly disclosed in an easily accessible form	**Yes**	The Sustainability Report is prepared in accordance with/ references GRI Standards, TCFD, and SDGs; the 2025 Annual Report also outlines the orientation for developing sustainability reports according to international standards such as IFRS and GRI.	"2024 Sustainability Report (SeABank) 2025, 2026 Annual Reports"
B.1.4	36	Does the company disclose quantitative sustainability target?	**Yes**	Quantitative targets have been established, including increasing the proportion of green credit to 5% of the Bank's total outstanding credit by 2030; operational and HR/ customer indicators are also quantified.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank) Regulations on the E&S Risk Management System and Sustainability Strategy at SeABank"
B.1.5	37	Does the company disclose sustainability-related performance progress in relation to its previously set targets?	**Yes**	Results are disclosed, for example, green credit outstanding, green capital mobilization/green bond results, and financial, customer, and HR KPIs.	"2024 Sustainability Report (SeABank) 2025, 2026 Annual Reports"

Code	No.	Question	Answer	Explanation	Supporting Documents
B.1.6	38	Does the company confirm that its Sustainability Report/ Reporting is reviewed and/or approved by the Board or Board Committee?	**Yes**	The 2025 Annual Report shows that the BOD has reviewed/directed the sustainability strategy, sustainable finance, and integrated ESG into governance, risk, and products.	"2024 Sustainability Report (SeABank) 2025, 2026 Annual Reports 2025 Governance Report Resolution No. 358/2025/NQ-HĐQT approving the Annual Report Resolution No. 344/2026/NQ-HĐQT of the BOD approving the Annual Report"
B.2		**Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters**			
B.2.1	39	Does the company engage internal stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	**Yes**	"The Sustainability Report describes SeABank's stakeholder engagement approach and mechanisms for receiving and addressing feedback and concerns from stakeholders. For internal stakeholders, including employees, SeABank has established speak-up and whistleblowing channels. SeABank has also published an ESG Complaint Resolution Procedure on its website."	"2024 Sustainability Report Investor Section - Contact https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly/quy-trinh-giai-quyet-khieu-nai-tai-seabank"
B.2.2	40	Does the company engage external stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	**Yes**	"The Sustainability Report describes engagement with external stakeholders such as customers, shareholders, investors, the community, and regulators; the website has channels for investors, customer care, and information disclosure. SeABank has a separate section on the website for Compliance Information, including subsections on: + SeABank statement on Anti-money Laudering, Counter Terrorism Financing and Counter the Proliferation Financing of Weapons of Mass Destruction + Statement of Policy on Anti-Corruption, Anti-Negativity, and Anti-Bribery in procurement of goods/ services and partnership cooperation at SeABank - Contact: 03 focal points for anti-corruption, violation, and AML reporting."	"2024 Sustainability Report SeABank Website https://www.seabank.com.vn/en/tin-tuc/thong-tin-tuan-thu/tuyen-bo-tuan-thu/tuyen-bo-cua-seabank-ve-tuan-thu-phong-chong-rua-tien-tai-tro-khung-bo-tai-tro-pho-bien-vu-khi-huy-diet-hang-loat https://www.seabank.com.vn/en/tin-tuc/thong-tin-tuan-thu/tuyen-bo-tuan-thu/tuyen-bo-chinh-sach-phong-chong-tham-nhung-tieu-cuc-va-hoi-lo-trong-hoat-dong-mua-sam-hang-hoa---dich-vu-hop-tac-doi-tac-tai-seabank"

Code	No.	Question	Answer	Explanation	Supporting Documents
B.3		**The corporate governance framework should ensure that boards adequately consider material sustainability risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, risk management and internal control systems, including with respect to climate-related physical and transition risks**			
		Boards should assess whether the company's capital structure is compatible with its strategic goals and its associated risk appetite to ensure it is resilient to different scenarios.			
B.3.1	41	Does the company disclose that the board reviews on an annual basis that the company's capital and debt structure is compatible with its strategic goals and its associated risk appetite?	**Yes**	The BOD/Annual Report discloses the review of capital adequacy, capital mobilization, capital transactions, and CAR; the 2026 AGM stated that the 2025 separate/ consolidated CAR reached 13.34%/13.39% respectively.	2025 Annual Report (SeABank)
B.4		**The corporate governance framework should recognise the rights of stakeholders established by law or through mutual agreements and encourage active co-cooperation between corporations and stakeholders in creating wealth, jobs, and the sustainability of financially sound enterprises**			
		Does the company disclose a policy and practices that address:			
B.4.1	42	"The existence and scope of the company's efforts to address customers' welfare?"	**Yes**	The Annual Report discloses policies and practices for customer protection: mystery shopper program, multi-channel customer surveys, indicators like NPS/CSAT, service quality training, and closed-loop customer care processes.	2025 Annual Report (SeABank)
B.4.2	43	Disclosure of policies and practices, processes, and procedures for selecting suppliers/ contractors?	**Yes**	The website has a section for competitive bidding/ suppliers and has published a Code of Conduct for Suppliers & Contractors.	"SeABank Competitive Pricing webpage - https://www.seabank.com.vn/en/tin-tuc/chao-gia-canh-tranh/cong-nghe-thong-tin SeABank webpage for disclosing information on policies and processes - https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly Code of Conduct for Suppliers on website: https://www.seabank.com.vn/en/tin-tuc/thong-tin-tuan-thu/tuyen-bo-tuan-thu/bo-quy-tac-ung-xu-danh-cho-nha-cung-cap"

Code	No.	Question	Answer	Explanation	Supporting Documents
B.4.3	44	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	**Yes**	The Sustainability Report and ESMS regulations disclose the orientation for value chain, E&S risk assessment in credit/investment, and integration of sustainability criteria into operations.	2024 Sustainability Report and 2025 Annual Report
B.4.4	45	The company's efforts to interact with the communities in which they operate?	**Yes**	The Annual Report/ Sustainability Report discloses community activities, social welfare funds/CSR activities, and budgets.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank) Sustainability section on the SeABank website"
B.4.5	46	Disclosure of the company's anti-corruption programmes and procedures?	**Yes**	The Sustainability Report contains content on ethical business conduct, anti-corruption, compliance, and concern reporting mechanisms.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank) Sustainability section on the SeABank website"
B.4.6	47	Disclosure of policies and practices, describing how creditors' rights are safeguarded?	**Yes**	Given the nature of the banking industry, the rights and interests of creditors and depositors are safeguarded through prudent capital and liquidity management, risk management and internal control, compliance with regulations of the SBV, and transparent disclosure of financial statements and annual reports.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank) Sustainability section on the SeABank website"
B.4.7	48	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?	**Yes**	SeABank has an independent Sustainability Report, and its Annual Report includes environmental, economic & governance, and social content.	2024 Sustainability Report
B.5		**Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.**			
B.5.1	49	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/ or complaints for possible violation of their rights?	**Yes**	The website and Annual Report disclose contact/ customer care/investor channels, allowing stakeholders to send feedback, complaints, and inquiries.	"SeABank Information Disclosure Page SeABank Investor Page 2025 Annual Report (SeABank)"
B.6		**Mechanisms for employee participation should be permitted to develop**			
B.6.1	50	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	**Yes**	The Annual Report/ Sustainability Report discloses welfare policies, work environment, health, safety, and employee satisfaction/engagement.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank)"
B.6.2	51	"Does the company explicitly disclose the policies and practices on training and development programmes for its employees?"	**Yes**	The Annual Report/ Sustainability Report discloses training programs, human resource development, capacity building, and a learning culture.	"2025 Annual Report 2024 Sustainability Report (SeABank)"
B.6.3	52	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	**Yes**	The Annual Report/ Sustainability Report discloses remuneration/ benefit policies. The BOD/ HR Committee reviews personnel, succession, and compensation linked to performance and long-term strategy.	"2025 Annual Report (SeABank) 2024 Sustainability Report (SeABank)"
B.7		**Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.**			
B.7.1	53	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report?	**Yes**	The Sustainability Report has announced mechanisms for consultation and concern reporting (whistleblowing & speak-up), including channels for employees/ external stakeholders to report inappropriate behaviors.	2024 Sustainability Report (SeABank)
B.7.2	54	Does the company have a policy or procedures to protect an employee/ person who reveals alleged illegal/unethical behaviour from retaliation?	**Partially implemented**	Based on publicly available information, no comprehensive, standalone policy on protection against retaliation has been published. A review of internal regulations would be conducted to determine full compliance.	"2024 Sustainability Report (SeABank) 2025 Annual Report (SeABank) Code of Professional Ethics posted on the SeABank website: https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly"

Code	No.	Question	Answer	Explanation	Supporting Documents
C	**Disclosure and Transparency**				
C.1		**Transparent ownership structure**			
C.1.1	55	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	**Yes**	"The Annual Report/ Shareholder Information discloses the shareholder structure and major shareholders holding 5% or more. The bank must disclose the list of shareholders owning 1% or more."	2025 Annual Report (SeABank) SeABank Information Disclosure Page - https://www.seabank.com.vn/nha-dau-tu/cong-bo-thong-tin
C.1.2	56	Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders?	**Yes**	The Annual Report/ Shareholder Information discloses the direct/ indirect ownership of major shareholders at the level of public disclosure as required.	"2025 Annual Report (SeABank) SeABank Information Disclosure Page 2025 Governance Report"
C.1.3	57	Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)?	**Yes**	The Annual Report/ Corporate Governance Report discloses share ownership of BOD members and related persons.	"2025 Annual Report (SeABank) Corporate Governance Report 2025"
C.1.4	58	Does the company disclose the direct and indirect (deemed) shareholdings of senior management (C-level)?	**Yes**	The Annual Report/Corporate Governance Report discloses share ownership by the EMB and related persons.	"2025 Annual Report (SeABank) Corporate Governance Report 2025"
C.1.5	59	Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/(SPVs)?	**Yes**	The Annual Report/ Corporate Governance Report disclose subsidiaries, associates, investments, and intra-group transactions.	"2025 Annual Report (SeABank) Corporate Governance Report 2025"
C.2		**Quality of the Annual Report**			
		Does the Company's Annual Report disclose the following:			
C.2.1	60	Corporate Objectives	**Yes**	The Annual Report discloses objectives, vision, strategic direction, and business plans.	2025 Annual Report
C.2.2	61	"Financial Performance Indicators"	**Yes**	The Annual Report discloses financial indicators: profit, total assets, CAR, ROE/ROA, NPL, and key business targets.	2025 Annual Report
C.2.3	62	Non-financial performance indicators	**Yes**	The Annual Report/ Sustainability Report discloses non-financial indicators for customer, HR & training, ESG, and community.	2025 Annual Report
C.2.4	63	Dividend policy	**Yes**	AGM documents/ Annual Report disclose profit distribution plans and dividend policies/ proposals.	2025 Annual Report
C.2.5	64	Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of all directors/ commissioners	**Yes**	The Annual Report and AGM documents disclose biographical details (age, qualifications, date of appointment, relevant experience, other directorships of listed companies, SSB stock ownership, etc.) of BOD members.	"2025 Annual Report Leadership information on SeABank website"
		Corporate Governance Confirmation Statement			
C.2.6	65	Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	**Yes**	The Annual Report includes a Corporate Governance chapter that clearly presents SeABank's improvement plan in line with VNCG/ ACGS/OECD; compliance details are described in the governance report.	2025 Annual Report
C.3		**Remuneration of Members of the Board and Key Executives**			
C.3.1	66	Is there disclosure of the fee structure for non-executive directors/commissioners?	**Yes**	The Annual Report/ AGM documents disclose the structure, policy and budget for BOD/ Supervisory Board remuneration.	"2025 Annual Report 2025, 2026 Annual GMS documents"
C.3.2	67	Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] details of remuneration of each non-executive director/ commissioner?	**Yes**	The Annual Report/ Corporate Governance Report discloses the remuneration/income of each Board member according to the disclosure template.	"2025 Annual Report 2025, 2026 Annual AGM documents"

Code	No.	Question	Answer	Explanation	Supporting Documents
C.3.3	68	Does the company disclose its remuneration (fees, allowances, benefit-in-kind and other emoluments) policy/practices (i.e. the use of short term and long term incentives and performance measures) for its executive directors and CEO?	**Yes**	SeABank has disclosed its Internal Regulations on Corporate Governance - Articles 57-58, which stipulate these contents	"SeABank's Internal Regulations on Corporate Governance have been disclosed in the Legal Documents section - Investor Relations page of SeABank https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly 2025 Annual Report"
C.3.4	69	Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] the details of remuneration of each of the executive directors and CEO [if he/she is not a member of the Board]?	**Yes**	The Annual Report and the Board's Report at the 2025 AGM both contain detailed reports on the remuneration of each EMB member including the CEO	"2025 Annual Report 2025, 2026 Annual GMS documents"
C.4		**Disclosure of Related Party Transactions (RPTs)**			
C.4.1	70	Does the company disclose its policy covering the review and approval of material RPTs?	**Yes**	The Annual Report discloses the mechanism for reviewing/ approving RPTs, conflicts of interest, and the role of control units.	2025 Annual Report
C.4.2	71	Does the company disclose the name, relationship, nature and value for each material RPTs?	**Yes**	Corporate Governance Report/ Annual Report disclose related parties, relationships, nature, and value of material related party transactions.	2025 Annual Report and 2025 Corporate Governance Report
C.5		**Directors and commissioners dealings in shares of the company**			
C.5.1	72	Does the company disclose trading in the company's shares by insiders?	**Yes**	The information disclosure section updates share transactions by insiders/ related persons in accordance with regulations.	"2025 Annual Report (SeABank) SeABank Information Disclosure Page 2025 Corporate Governance Report"
C.6		**External auditor and Auditor Report**			
		Where the same audit firm is engaged for both audit and non-audit services			
C.6.1	73	Are the audit and non-audit fees disclosed?	**Yes**	The Annual Report/Audited Financial Statements disclose information on independent audit and audit/non-audit service fees in accordance with disclosure regulations	"2025 Annual Report SeABank Financial Statements Page"
C.6.2	74	Does the non-audit fee exceed the audit fees?	**No**	No information indicates that non-audit service fees are higher than audit fees in the reviewed public sources. If any such cases arise, refer to the detailed notes to the financial statements.	
C.7		**Medium of communications**			
		Does the company use the following modes of communication?			
C.7.1	75	Quarterly reporting	**Yes**	SeABank publishes quarterly/ periodic financial statements on the investor website.	SeABank Financial Statements Page https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-tai-chinh
C.7.2	76	Company website	**Yes**	SeABank has an official website and dedicated section on website for investors.	"SeABank website: https://www.seabank.com.vn/en Investor Page and Information Disclosure: https://www.seabank.com.vn/en/nha-dau-tu"
C.7.3	77	Analyst's briefing	**Yes**	SeABank publishes credit rating reports/information for investors.	SeABank Investor Page - Credit Rating reports https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-xep-hang-tin-nhiem
C.7.4	78	Media briefings /press conferences	**Yes**	SeABank publishes on its website: press releases/news/ press conference information, news on GMS, ESG, and capital issuance	"2026 SeABank AGM News https://www.seabank.com.vn/en/nha-dau-tu/dai-hoi-dong-co-dong SeABank News https://www.seabank.com.vn/en/tin-tuc/tin-seabank/news"
C.8		**Timely filing/release of annual/financial reports**			
C.8.1	79	Are the audited annual financial report/ statement released within 120 days from the financial year end?	**Yes**	Audited annual financial statements are published on the website within 120 days from the end of the fiscal year.	SeABank Financial Statements Page https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-tai-chinh
C.8.2	80	Is the annual report released within 120 days from the financial year end?	**Yes**	The Annual Report is published on the website within 120 days from the end of the fiscal year.	SeABank Annual Report Page https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-thuong-nien

Code	No.	Question	Answer	Explanation	Supporting Documents
C.8.3	81	Is the true and fairness/ fair representation of the annual financial statement/ reports affirmed by the board of directors/ commissioners and/or the relevant officers of the company?	**Yes**	Yes. Financial statements are submitted by the CEO to the Board for approval and disclosed.	SeABank Information Disclosure and Financial Statements page on the website
C.9		**Company website**			
		Does the company have a website disclosing up-to-date information on the following:			
C.9.1	82	Financial statements/ reports (latest quarterly)	**Yes**	The website publishes quarterly, semi-annual, and annual separate and consolidated financial statements, together with the corresponding official dispatch.	Investor Page on SeABank website https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-tai-chinh
C.9.2	83	Materials provided in briefings to analysts and media	**Yes**	The website publishes information/documents for investors, media, press releases, and news.	"Investor Page on SeABank website https://www.seabank.com.vn/en/nha-dau-tu SeABank News https://www.seabank.com.vn/en/tin-tuc/tin-seabank/news"
C.9.3	84	Downloadable annual report	**Yes**	Annual reports can be downloaded from the Investor section.	SeABank Annual Report Page https://www.seabank.com.vn/en/nha-dau-tu/bao-cao-thuong-nien
C.9.4	85	Notice of AGM and/or EGM	**Yes**	GMS notices and documents are published on the website.	GMS Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/dai-hoi-dong-co-dong
C.9.5	86	"Minutes of AGM and/or EGM"	**Yes**	GMS minutes/resolutions are published on the website.	GMS Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/dai-hoi-dong-co-dong
C.9.6	87	Company's constitution (company's by-laws, memorandum and articles of association)	**Yes**	The charter and legal documents can be downloaded from the investor website.	Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly
C.10		**Investor relations**			
C.10.1	88	Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer / office responsible for investor relations?	**Yes**	The investor/information disclosure website provides contact information, a hotline, email, and a point of contact for shareholder/ investor support.	Investor Section - SeABank Website https://www.seabank.com.vn/en/nha-dau-tu
D		**Responsibilities of the Board**			
D.1		**Board Duties and Responsibilities**			
		Clearly defined board responsibilities and corporate governance policy			
D.1.1	89	Does the company disclose its corporate governance policy / board charter?	**Yes**	SeABank discloses its Charter, Internal Corporate Governance Regulations/BOD Operating Regulations in legal documents and GMS documents.	Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly
D.1.2	90	Are the types of decisions requiring board of directors/ commissioners' approval disclosed?	**Yes**	The Charter/BOD Operating Regulations and the Annual Report describe the authority and types of decisions under the BOD's purview. Resolutions subject to information disclosure are disclosed in accordance with regulations on the information disclosure page of the SeABank website, and the list of issued resolutions is reported in the annual Corporate Governance report.	"Information Disclosure Page - SeABank Website 2025 Corporate Governance Report"
D.1.3	91	"Are the roles and responsibilities of the board of directors/ commissioners clearly stated ?"	**Yes**	The roles/responsibilities of BOD members are defined in the Charter, Internal Corporate Governance Regulations, and the Regulations on Organization and Operation of the BOD. These information have been disclosed on the Legal Documents page - Investor Section - SeABank Website.	Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly
		Corporate Vision/Mission			
D.1.4	92	"Does the company have an updated vision and mission statement?"	**Yes**	SeABank discloses its vision, mission, core values, and strategic direction, which are updated in the About SeABank section on the Bank's website, the Bank's Charter, and the Annual Report.	"2025 Annual Report About SeABank - SeABank Website https://www.seabank.com.vn/en/gioi-thieu"

Code	No.	Question	Answer	Explanation	Supporting Documents
D.1.5	93	Does the board of directors play a leading role in the process of developing and reviewing the company's strategy at least annually?	**Yes**	BOD members demonstrate their leadership roles through the approval of the Bank's strategies, ranging from the Sustainable Development Strategy, Risk Management Strategy, etc.	"2025 Annual Report 2025 Corporate Governance Report - list of documents issued by the BOD"
D.1.6	94	Does the board of directors have a process to review, monitor and oversee the implementation of the corporate strategy?	**Yes**	The Annual Report describes the BOD's process for monitoring strategy, finance, capital, technology, ESG, and risk management.	2025 Annual Report
D.2		**Board Structure**			
		Code of Ethics or Conduct			
D.2.1	95	Are the details of the code of ethics or conduct disclosed?	**Yes**	The general Code of Ethics and Conduct and the Professional Code of Ethics of the Supervisory Board are disclosed in the Legal Documents section - Investor Section - SeABank Website.	Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly
D.2.2	96	Are all directors/ commissioners, senior management and employees required to comply with the codes?	**Yes**	The general Code of Ethics and Conduct and the Professional Code of Ethics of the Supervisory Board are disclosed in the Legal Documents section - Investor Section - SeABank Website.	"2024 Sustainable Development Report 2025 Annual Report Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly"
D.2.3	97	Does the company have a process to implement and monitor compliance with the code/s of ethics or conduct?	**Yes**	The general Code of Ethics and Conduct and the Professional Code of Ethics of the Supervisory Board, including the implementation and monitoring process, are disclosed in the Legal Documents section - Investor Section - SeABank Website.	Legal Documents Page - Investor section - SeABank website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly
		Board Structure & Composition			
D.2.4	98	Do independent directors/ commissioners make up at least 50% of the board of directors/commissioners?	**No**	SeABank currently maintains one-third (1/3) independent directors and will consider additional appointments as appropriate.	2025 Annual Report
D.2.5	99	"Does the company have a term limit of 9 years or less or 2 terms of 5 years(*) each for its independent directors/commissioners? (*)The 5 years term must be required by legislation which preexisted the introduction of the ASEAN Corporate Governance Scorecard in 2011"	**Yes**	SeABank complies with the 2024 Law on Credit Institutions and SeABank Charter, which stipulates that an independent member may only serve in an independent role for one 5-year term.	SeABank Charter
D.2.6	100	Has the company set a limit of 5 board seats that an individual independent/non-executive director/commissioner may hold simultaneously?	**Yes**	SeABank has implemented in line with the 2019 Law on Securities and guiding documents. Details are provided in the list of related persons of independent/ non-executive BOD members in the Annual Corporate Governance Report.	2025 Corporate Governance Report
D.2.7	101	Does the company have any executive directors who serve on more than two boards of listed companies outside of the group?	**No**	SeABank currently has no executive BOD members.	2025 Annual Report
		Nominating Committee			
D.2.8	102	Does the company have a Nominating Committee?	**Yes**	SeABank has HR Committee that performs functions of nomination/HR	2025 Annual Report
D.2.9	103	Is the Nominating Committee comprised of a majority of independent directors/ commissioners?	**No**	The HR Committee currently has 1 independent member (foreign nationality).	2025 Annual Report
D.2.10	104	Is the chairman of the Nominating Committee an independent director/commissioner?	**No**	The HR Committee currently has 1 independent member (foreign nationality).	2025 Annual Report
D.2.11	105	Does the company disclose the terms of reference/ governance structure/charter of the Nominating Committee?	**Yes**	The Annual Report discloses the operating regulations of the HR Committee in the Board committee activities section.	2025 Annual Report
D.2.12	106	Is the meeting attendance of the Nominating Committee disclosed and if so, did the Nominating Committee meet at least twice during the year?	**Yes**	The Annual Report discloses the activities of the HR Committee, including periodic meetings as required and instances of obtaining members' written opinions.	2025 Annual Report

Code	No.	Question	Answer	Explanation	Supporting Documents
		Remuneration Committee/Compensation Committee			
D.2.13	107	Does the company have a Remuneration Committee?	**Yes**	The remuneration/ compensation function is handled by the HR Committee. Details of this function are presented in the Bank's Annual Report.	2025 Annual Report
D.2.14	108	Is the Remuneration Committee comprised entirely of nonexecutive directors/commissioners with a majority of independent directors/ commissioners ?	**Yes**	All members of the Personnel Committee are independent members and non-executive members.	2025 Annual Report
D.2.15	109	Is the chairman of the Remuneration Committee an independent director/ commissioner?	**No**	There is insufficient public basis to confirm that the Chair of the Remuneration/ Compensation Committee is an independent member.	2025 Annual Report
D.2.16	110	Does the company disclose the terms of reference/ governance structure/ charter of the Remuneration Committee?	**Yes**	The operating regulations/structure of BOD committees and remuneration policies are disclosed in the Annual Report.	2025 Annual Report
D.2.17	111	Is the meeting attendance of the Remuneration Committee disclosed and, if so, did the Remuneration Committee meet at least twice during the year?	**Yes**	The Annual Report discloses the activities of the HR Committee, including periodic meetings as required and instances of obtaining members' written opinions.	2025 Annual Report
		Audit Committee			
D.2.18	112	Does the company have an Audit Committee?	**Partially imple-mented**	Under the 2024 Law on Credit Institutions, banks establish a Supervisory Board to perform the functions of an Audit Committee. However, at SeABank, functions of an Audit Committee are assigned to the Risk Management Committee in accordance with good practices, and to suit the operational situation and BOD human resources.	Regulations on Organization and Operation of the Supervisory Board - Legal Documents Page - Investor Section - SeABank Website; 2025 Annual Report
D.2.19	113	Is the Audit Committee comprised entirely of non-executive directors/ commissioners with a majority of independent directors/commissioners?	**Yes**	All members of the Risk Management Committee are independent members and non-executive members.	2025 Annual Report
D.2.20	114	Is the chairman of the Audit Committee an independent director/commissioner?	**No**	The Chairperson of the Risk Management Committee is the Chairperson of the BOD, and is not an independent member.	2025 Annual Report
D.2.21	115	Does the company disclose the terms of reference/ governance structure/ charter of the Audit Committee?	**Yes**	The Annual Report states the functions, duties, and operating mechanism of the Risk Management Committee.	2025 Annual Report
D.2.22	116	Does at least one of the independent directors/ commissioners of the committee have accounting expertise (accounting qualification or experience)?	**Yes**	There is 1 independent member, Mr. Fergus Macdonald Clark, who has accounting and accounting consulting experience.	2025 Annual Report
D.2.23	117	Is the meeting attendance of the Audit Committee disclosed and, if so, did the Audit Committee meet at least four times during the year?	**Yes**	It is disclosed in the Annual Report. The Risk Management Committee holds 02 fixed in-person meetings per year, and organizes multiple instances of obtaining opinions due to foreign members being based abroad.	2025 Annual Report
D.2.24	118	Does the Audit Committee have primary responsibility for recommendation on the appointment, and removal of the external auditor?	**No**	This function belongs to the Bank's Supervisory Board in accordance with the 2024 Law on Credit Institutions.	2025 Annual Report
D.3		**Board Procedures**			
		Board meetings and attendance			
D.3.1	119	Are the board of directors meeting scheduled before the start of financial year?	**Yes**	The Annual Report/Corporate Governance Report discloses the schedule and number of Board meetings during the year.	2025 Annual Report and 2025 Corporate Governance Report
D.3.2	120	Does the board of directors/ commissioners meet at least six times during the year?	**Yes**	Yes. In 2025, there were 04 periodic meetings and 98 meetings conducted via written conation. Details are provided in the Annual Report and the annual Corporate Governance Report.	2025 Annual Report and 2025 Corporate Governance Report

Code	No.	Question	Answer	Explanation	Supporting Documents
D.3.3	121	Has each of the directors/ commissioners attended at least 75% of all the board meetings held during the year?	**Yes**	All members attended 100%.	2025 Annual Report and 2025 Corporate Governance Report
D.3.4	122	"Does the company require a minimum quorum of at least 2/3 for board decisions?"	**Yes**	Yes. According to Article 20 of the Charter on Organization and Operation of the BOD, the minimum quorum is 3/4 (three-quarters) of the total number of Board members present (either in person or via proxy granted to another Board member).	Charter on Organization and Operation of the Board of Directors - Legal Documents Page - Investor Section - SeABank Website;
D.3.5	123	Did the non-executive directors/ commissioners of the company meet separately at least once during the year without any executives present?	**Yes**	All Board members are non-executive members.	2025 Annual Report and 2025 Corporate Governance Report
		Access to information			
D.3.6	124	Are board papers for board of directors/commissioners meetings provided to the board at least five business days in advance of the board meeting?	**Yes**	The Charter/Board Regulations stipulate that meeting documents must be sent in advance; internal regulations should be reviewed to confirm the minimum of 5 business days.	"2025 Corporate Governance Report Charter on Organization and Operation of the Board of Directors - Legal Documents Page - Investor Section - SeABank Website"
D.3.7	125	Does the company secretary play a significant role in supporting the board in discharging its responsibilities?	**Yes**	Article 28 of the Internal Regulations on Corporate Governance clearly defines the role of the Company Secretary as supporting the Board in fulfilling its responsibilities.	Internal Regulations on Corporate Governance - Legal Documents Page - Investor Section - SeABank Website
D.3.8	126	Is the company secretary trained in legal, accountancy or company secretarial practices and has kept abreast on relevant developments?	**Yes**	SeABank's Company Secretaries hold Bachelor degree in Law or Economics. Furthermore, they have attended specialized training courses on Corporate Governance Secretarial practices under the program by VIOD, which integrates ESG according to the IFC framework.	2025 Annual Report
		Board Appointments and Re-Election			
D.3.9	127	Does the company disclose the criteria used in selecting new directors/commissioners?	**Yes**	The GMS documents disclose the standards, conditions, and guidelines for nominating/candidacy for Board/Supervisory Board members.	"Nomination and candidacy announcement 2025 AGM documents 2026 AGM documents"
D.3.10	128	"Did the company describe the process followed in appointing new directors/commissioners?"	**Yes**	The GMS documents disclose the nomination, candidacy, election process, and candidate information.	"Nomination and candidacy announcement 2025 AGM documents 2026 AGM documents"
D.3.11	129	"Are all directors/commissioners subject to re-election every 3 years; or 5 years for listed companies in countries whose legislation prescribes a term of 5 years(**) 2 each? (**)The five years term must be required by legislation which preexisted the introduction of the ASEAN Corporate Governance Scorecard in 2011"	**Yes**	The Board's term according to the Charter/GMS documents complies with Vietnamese legal regulations regarding a 5-year term.	SeABank Charter
		Remuneration Matters			
D.3.12	130	Do the shareholders or the Board of Directors approve the remuneration of the executive directors and/or the senior executives?	**Yes**	The GMS approves the Board's remuneration/ budget; the Board/ relevant committees decide on executive/ senior management remuneration policies within their authority.	"2026 Annual GMS Minutes 2025 Annual Report"
D.3.13	131	Does the company have measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interests of the company, such as claw back provision and deferred bonuses?	**Partially imple-mented**	Articles 57, 58, and 59 of the Bank's Internal Regulations on Corporate Governance clearly stipulate this.	"2025 Annual Report 2024 Sustainable Development Report Internal Regulations on Corporate Governance - Legal Documents Page - Investor Section - SeABank Website"

Code	No.	Question	Answer	Explanation	Supporting Documents
		Internal Audit			
D.3.14	132	"Does the company have a separate internal audit function?"	**Yes**	SeABank has a separate Internal Audit unit within the Bank's internal control system.	"2025 Annual Report Charter on Organization and Operation of the Supervisory Board - Legal Documents Page - Investor Section - SeABank Website"
D.3.15	133	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	**Yes**	Disclosed in the annual report	2025 Annual Report
D.3.16	134	Does the appointment and removal of the internal auditor require the approval of the Audit Committee?	**Partially imple-mented**	The appointment/ dismissal of Internal Audit falls under the supervisory mechanism of the Bank's Supervisory Board in accordance with the 2024 Law on Credit Institutions.	"2025 Annual Report Charter on Organization and Operation of the Supervisory Board - Legal Documents Page - Investor Section - SeABank Website"
		Risk oversight			
D.3.17	135	Does the company establish a sound internal control procedures/risk management framework and periodically review the effectiveness of that framework?	**Yes**	The Annual Report discloses the risk management framework, internal control, Basel, capital adequacy, and periodic reviews.	2025 Annual Report
D.3.18	136	Does the Annual Report/ Annual CG Report disclose that the board of directors/ commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	**Yes**	The Annual Report discloses that the Board/Supervisory Board/Internal Audit have reviewed key controls and risk management systems.	2025 Annual Report
D.3.19	137	Does the company disclose the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic)?	**Yes**	The Annual Report/ Sustainable Development Report discloses material risks: credit, market, liquidity, operational, technology, environmental-social, and economic.	"2025 Annual Report 2024 Sustainable Development Report"
D.3.20	138	Does the Annual Report/ Annual CG Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/ risk management systems?	**Yes**	The Annual Report presents an assessment of the internal control/risk management system and the supervisory activities of the Board/Supervisory Board.	"2025 Annual Report 2024 Sustainable Development Report"
D.4		**People on the Board**			
		Board Chairman			
D.4.1	139	Do different persons assume the roles of chairman and CEO?	**Yes**	The Chairman of the BOD and the CEO are two different individuals according to the disclosed information on governance/leadership structure.	"2025 Annual Report 2024 Sustainable Development Report"
D.4.2	140	"Is the chairman an indepen-dent director/commissioner?"	**No**	The Chairman of the BOD is not identified as an independent BOD member in public sources.	"2025 Annual Report 2024 Sustainable Development Report"
D.4.3	141	Is any of the directors a former CEO of the company in the past 2 years?	**No**	Currently, no Board member was the Bank's CEO in the past 02 years.	"2025 Annual Report 2024 Sustainable Development Report"
D.4.4	142	Are the roles and responsibilities of the chairman disclosed?	**Yes**	The roles and responsibilities of the Chairman of the BOD are stipulated in the Charter/ Board Regulations and described in the Annual Report.	"SeABank Charter; Internal Regulations on Corporate Governance - Legal Documents Page - Investor Section - SeABank Website"
		Skills and Competencies			
D.4.5	143	If the Chairman is not independent, has the Board appointed a Lead/Senior Independent Director and has his/her role been defined?	**No**	Currently not appointed	"2025 Annual Report 2024 Sustainable Development Report"
		Kỹ năng và năng lực			
D.4.6	144	Does at least one non-executive director/ commissioner have prior working experience in the major sector that the company is operating in?	**Yes**	The Annual Report discloses that many non-executive Board members have experience in finance, banking, corporate governance, and the main operating sector.	"2025 Annual Report 2024 Sustainable Development Report"

Code	No.	Question	Answer	Explanation	Supporting Documents
D.5		**Board performance**			
		Board Member Development			
D.5.1	145	Does the company have orientation programmes for new directors/commissioners?	**Yes**	All newly elected BOD members must participate in the Board member training course by VIOD and the orientation training course by SeABank's training system.	"2025 Annual Report 2024 Sustainable Development Report"
D.5.2	146	Does the company have a policy and actual practice and programs that encourages directors/commissioners to attend on-going or continuous professional education programmes?	**Yes**	The Annual Report outlines training activities and updates on governance standards, VNCG/ACGS/ OECD for the Board and support staff.	"2025 Annual Report 2024 Sustainable Development Report"
		CEO/Executive Management Appointments and Performance			
D.5.3	147	Does the company disclose the process on how the board of directors/commissioners plans for the succession of the CEO/Managing Director/President and key management?	**Yes**	The Annual Report discloses that the BOD/HR Committee reviews key HR plans, leadership succession, and the appointment/dismissal of senior management positions.	"2025 Annual Report 2024 Sustainable Development Report"
D.5.4	148	Does the board of directors/ commissioners conduct an annual performance assessment of the CEO/ Managing Director/President?	**Yes**	Presented in SeABank Charter - Articles 57, 58 Internal Regulations on Corporate Governance	"SeABank Charter; Internal Regulations on Corporate Governance - Legal Documents Page - Investor Section - SeABank Website;"
		Board Appraisal			
D.5.5	149	Did the company conduct an annual performance assessment of the board of directors/ commissioners and disclose the criteria and process followed for the assessment?	**Yes**	The Annual Report/ GMS discloses the BOD's performance evaluation report and directions for governance improvement.	"2025 Annual Report 2026 Annual General Meeting Minutes"
		Board Member Appraisal			
D.5.6	150	Did the company conduct an annual performance assessment of the individual directors/commissioners and disclose the criteria and process followed for the assessment?	**Yes**	The BOD' report at the AGM and the 2026 AGM Minutes clearly state that shareholders approved the performance evaluation report for each board member.	"Annual General Meeting documentation 2026 Annual General Meeting Minutes 2025 Annual Report"
		Committee Appraisal			
D.5.7	151	Did the company conduct an annual performance assessment of the board committees and disclose the criteria and process followed for the assessment?	**Yes**	The 2026 AGM minutes note the activity report of the Board committees; the Annual Report contains details on Board committee activities.	"2026 Annual General Meeting Minutes 2025 Annual Report"

LEVEL 2 - BONUS ITEMS

Code	No.	Question	Answer	Explanation	Supporting Documents
(B)A		**Rights and equitable treatment of shareholders**			
(B)A.1	152	Right to participate and vote effectively at the general meeting of shareholders and be informed of the rules, including voting procedures, that govern the general meeting	**Yes**	The working and voting regulations at the Meeting are published in the AGM documentation and approved by all attending shareholders before the meeting proceeds.	GMS documentation for various years
(B)A.1.1	153	"Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?"	**Partially imple-mented**	SeABank allows shareholders to vote in advance on matters within the authority of the AGM by submitting voting ballots to the Meeting Organizing Committee. The Bank's internal governance regulations provide for this mechanism. SeABank is reviewing and evaluating appropriate technology solutions for potential future adoption.	"SeABank Charter; Internal Governance Regulations - Legal Documents Section - Investor Relations - SeABank Website"
(B)A.2	154	Equitable treatment of shareholders			
		Notice of AGM			
(B)A.2.1	155	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	**Yes**	The 2025 AGM notice/ documentation was published on March 28, 2025, and the meeting was held on April 25, 2025, meeting the 28-day requirement; VSDC also announced the right to attend the 2025 SSB AGM.	"2025 AGM documentation VSDC notice of right to attend 2025 SSB AGM"

Code	No.	Question	Answer	Explanation	Supporting Documents
(B)B	**Sustainability and Resilience**				
(B).B.1.1	156	Does the company disclose how it manages climate-related risks and opportunities?	**Đã thực hiện**	The Sustainability Report/ Annual Report discloses how climate risks and opportunities are managed through TCFD, ESMS, green credit, green bonds, and greening portfolio targets.	"2025 Annual Report 2024 Sustainability Report"
(B).B.1.2	157	Does the company disclose that its Sustainability Report / Sustainability Reporting is externally assured?	**No**	SeABank only began publishing a standalone Sustainability Report in 2024, therefore the Report has not yet been subject to independent audit/ assurance.	
(B).B.1.3	158	Does the company disclose the engagement channel with stakeholder groups and how the company responds to stakeholders' ESG concerns?	**Yes**	SeABank has established procedures and channels for resolving complaints and responding to ESG-related information for all stakeholders and discloses this information on the SeABank website.	Investor Relations Section - SeABank Website
(B).B.1.4	159	Does the company have a unit/division/committee who is specifically responsible to manage the sustainability matters?	**Yes**	SeABank has established a Risk Management Committee, HR Committee and BOD Office responsible for overseeing/ managing ESG sustainable governance issue.	"2025 Annual Report 2024 Sustainability Report"
(B).B.1.5	160	Does the company disclose board of directors/commissioners' oversight of sustainability-related risks and opportunities?	**Yes**	The Annual Report/ Sustainability Report describes the Board's actual activities in sustainable finance, integrating ESG into governance, risk management, and products.	"2025 Annual Report 2024 Sustainability Report"
(B).B.1.6	161	"Does the company disclose the linkage between executive directors and senior management remuneration and sustainability performance for the previous year?"	**Yes**	Presented in Articles 57, 58, and 59 of the Bank's Internal Governance Regulations clearly stipulate this.	"SeABank Charter; Internal Governance Regulations - Legal Documents Section - Investor Relations - SeABank Website;"
(B).B.1.7	162	Is the company's Whistle Blowing System managed by independent parties/ institutions?	**No**	SeABank has not yet implemented this.	
(B).C	**Disclosure and transparency**				
(B).C.1	**163**	**Quality of the Annual Report**			
(B).C.1.1	164	"Are the audited annual financial report/ statement released within 60 days from the financial year end?"	**Yes**	The audited annual financial statements are published within 60 days of the end of the fiscal year according to periodic disclosure requirements; the specific disclosure date on HOSE/SSC needs to be confirmed upon submission for scoring.	Financial Statements Section - Investor Relations - SeABank Website
(B).D	**Responsibilities of the Board**				
(B).D.1		**Board Competencies and Diversity**			
(B).D.1.1	165	"Does the company have at least one female independent director/ commissioner?"	**No**	Currently, all 3 independent BOD members of SeABank are male.	"2025 Annual Report 2024 Sustainability Report"
(B).D.1.2	166	Does the company have a policy and disclose measurable objectives for implementing its board diversity and report on progress in achieving its objectives?	**Partially imple-mented**	"The company discloses its orientation toward diversity in competence, experience, gender, and internationalization of the Board. The Sustainability Strategy has been published by SeABank on its website with full policies, objectives, and monitoring procedures."	Legal Documents Section - Investor Relations - SeABank Website https://www.seabank.com.vn/en/nha-dau-tu/tai-lieu-phap-ly/quy-dinh-ve-he-thong-quan-ly-rui-ro-moi-truong---xa-hoi-va-chien-luoc-phat-trien-ben-vung-tai-seabank
(B).D.2		**Board structure**			
(B).D.2.1	167	"Is the Nominating Committee comprised entirely of independent directors/commissioners?	**No**	The HR Committee responsible for nomination matters currently has 1 independent member.	"2025 Annual Report 2024 Sustainability Report"
(B).D.2.2	168	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	**Partially imple-mented**	The nomination/election process discloses candidate standards, and the Charter provides specific regulations on standards and conditions.	"SeABank Charter Nomination and candidacy notices for various years"

Code	No.	Question	Answer	Explanation	Supporting Documents
(B).D.3		**Board Appointments and Re-Election**			
(B).D.3.1	169	Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/ commissioners?	**Yes**	Yes. The Charter, Internal Governance Regulations, and Board Operating Regulations all provide for this case.	SeABank Charter, Internal Governance Regulations, Board Operating Regulations - Legal Documents Section - Investor Relations - SeABank Website
(B).D.4		**Board composition and structure**			
(B).D.4.1	170	Do independent non-executive directors/ commissioners make up more than 50% of the board of directors/commissioners for a company with independent chairman?	**No**	SeABank currently maintains one-third (1/3) independent directors and will conduct additional appointments as appropriate.	"2025 Annual Report 2024 Sustainability Report"
(B).D.5		**Risk oversight**			
(B).D.5.1	171	Does the company disclose that its Board identified key risk in relation to information technology including disruption, cyber security, and disaster recovery, to ensure that such risks are managed and integrated into the overall risk management framework?	**Yes**	The Annual Report discloses technology governance, digital transformation, data security, GRC systems, operational/technology risk management, and operational recovery.	"2025 Annual Report 2024 Sustainability Report"
(B).D.6		**Board performance**			
(B).D.6.1	172	Does the company have a separate board level Risk Committee?	**Yes**	SeABank has a separate Risk Management Committee under the BOD, risk management activities are disclosed in the Annual Report.	"2025 Annual Report 2024 Sustainability Report"

LEVEL 2 - PENALTY ITEMS

Code	No.	Question	Answer	Explanation	Supporting Documents
(P)A		**Rights and equitable treatment of shareholders**			
(P)A.1		**Basic shareholder rights**			
(P)A.1.1	173	"Did the company fail or neglect to offer equal treatment for share repurchases to all shareholders?"	**No**	No evidence of inequitable treatment in share repurchases by SeABank has been found in the reviewed public sources.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.2		**Shareholders, including institutional shareholders, should be allowed to consult with each other on issues concerning their basic shareholder rights as defined in the Principles, subject to exceptions to prevent abuse.**			
(P)A.2.1	174	Is there evidence of barriers that prevent shareholders from communicating or consulting with other shareholders?	**No**	No barriers to shareholders exchanging/consulting with each other on basic shareholder rights have been found.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.3		**Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.**			
(P)A.3.1	175	Did the company include any additional and unannounced agenda item into the notice of AGM/EGM?	**No**	No instances of including unnotified additional items in the AGM agenda have been found.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.3.2	176	Was the Chairman of the Board and the Chairmen of all Board Committees and the CEO absent from the most recent General Meeting?	**No**	The AGM minutes disclose the attendance; no absence of the Chairman of the Board, Committee Chairmen, or CEO at the most recent AGM has been found.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.4		**Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed.**			
		Did the company fail to disclose the existence of:			
(P)A.4.1	177	Shareholders agreement?	**No**	No undisclosed shareholder agreements have been found.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"

Code	No.	Question	Answer	Explanation	Supporting Documents
(P)A.4.2	178	Voting cap?	**No**	No unusual voting restrictions noted; VSDC announces a 1 share - 1 vote ratio.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P) A..4.3	179	Multiple voting rights?	**No**	No multiple-voting shares noted; SSB is a common stock.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.5		**“Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed”**			
(P)A.5.1	180	"Is a pyramid ownership structure and/ or cross holding structure apparent?"	**No**	No pyramid/cross-ownership structures causing control noted	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.6		**Insider trading and abusive self-dealing should be prohibited**			
(P)A.6.1	181	"Has there been any conviction of insider trading involving directors/ commissioners, management and employees in the past three years?	**No**	No findings of insider trading violations involving the Board/ Management/employees in the past 3 years	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.7		**Protecting minority shareholders from abusive action**			
(P)A.7.1	182	"Has there been any cases of non compliance with the laws, rules and regulations pertaining to material related party transactions in the past three years?"	**No**	No instances of non-compliance with regulations regarding significant related-party transactions noted in the past 3 years.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)A.7.2	183	"Were there any RPTs that can be classified as financial assistance (i.e not conducted at arms length) to entities other than whollyowned subsidiary companies?"	**No**	None.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)B		**Sustainability and Resilience**			
(P)B.1		**"The rights of stakeholders that are established by law or through mutual agreements are to be respected. "**			
(P)B.1.1	184	"Have there been any violations of any laws pertaining to labour/employment/ consumer/insolvency/ commercial/competition or environmental issues?"	**No**	No violations of laws regarding labor/consumer/ bankruptcy/commercial/ environmental issues noted in the fiscal year	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)B.2		**Where stakeholders participate in the corporate governance process, they should have access to relevant, sufficient and reliable information on a timely and regular basis**			
(P)B.2.1	185	"Has the company faced any sanctions by regulators for failure to make announcements within the requisite time period for material events?"	**No**	No regulatory penalties noted for failure to disclose information on time for material events	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)B.2.2	186	"Is there any evidence that the company is engaging in greenwashing activities?"	**No**	None.	"2025 Annual Report 2024 Sustainability Report Annual Governance Reports"
(P)C		**Disclosure and Transparency**			
(P)C.1		**Sanctions from regulator on financial reports**			
(P)C.1.1	187	"Did the company receive a ""qualified opinion"" in its external audit report?"	**No**	The audited financial statements did not receive a qualified opinion according to reviewed public sources.	Financial Reports Page - Investor Section - SeABank Website
(P)C.1.2	188	"Did the company receive an ""adverse opinion"" in its external audit report?"	**No**	The audited financial statements did not receive an adverse opinion according to reviewed public sources.	Financial Reports Page - Investor Section - SeABank Website
(P)C.1.3	189	"Did the company receive a ""disclaimer opinion"" in its external audit report?"	**No**	The audited financial statements did not receive a disclaimer of opinion according to reviewed public sources.	Financial Reports Page - Investor Section - SeABank Website
(P)C.1.4	190	"Has the company in the past year revised its financial statements for reasons other than changes in accounting policies?"	**No**	No restatement of financial statements for reasons other than changes in accounting policy noted in the past year according to reviewed public sources.	Financial Reports Page - Investor Section - SeABank Website
(P)D		**Responsibilities of the Board**			
(P)D.1		**Compliance with listing rules, regulations and applicable laws**			

Code	No.	Question	Answer	Explanation	Supporting Documents
(P)D.1.1	191	"Is there any evidence that the company has not complied with any listing rules and regulations apart from disclosure rules over the past year?"	**No**	No evidence of non-compliance with listing rules other than disclosure requirements noted in the past year according to reviewed public sources.	"2025 Annual Report 2024 Sustainability Report"
(P)D.1.2	192	"Have there been any instances where non-executive directors/ commissioner have resigned and raised any issues of governance-related concerns?"	**No**	None.	"2025 Annual Report 2024 Sustainability Report"
(P)D.2		**Board Structure**			
(P)D.2.1	193	"Does the Company have any independent directors/ commissioners who have served for more than 9 years or 2 terms of 5 years each(*) (which ever is higher) in the same capacity? (*) The five years term must be required by legislation which preexisted before the introduction of the ASEAN Corporate Governance Scorecard in 2011"	**Yes**	No BOD member has served for more than 9 years	
(P)D.2.2	194	"Did the company fail to correctly identify the description of all their directors as independent, non-executive, and executive?"	**Yes**	SeABank has clearly identified each independent and non-executive member; there are currently 03 independent members, and all other members are non-independent.	"2025 Annual Report 2024 Sustainability Report"
(P)D.2.3	195	Does the company have any independent directors/ nonexecutive/commissioners who serve on a total of more than five boards of publicly-listed companies?	**No**	No independent BOD members were identified as holding board positions at more than 5 public companies.	"2025 Annual Report 2024 Sustainability Report"
(P)D.3		**External Audit**			
(P)D.3.1	196	"Is any of the directors or senior management a former employee or partner of the current external auditor (in the past 2 years)?"	**No**	No member has previously been an employee or partner of the current Independent Audit Firm	"2025 Annual Report 2024 Sustainability Report"
(P)D.3		**Board structure and composition**			
(P)D.4.1	197	Has the chairman been the company CEO in the last three years?	No	The Chairman of the Board has not been the CEO in the past 3 years	"2025 Annual Report 2024 Sustainability Report"
(P)D.4.2	198	Do non-executive directors/ commissioners receive options, performance shares or bonuses?	No	No independent non-executive members noted as receiving stock options/ performance-based stock awards/bonuses	"2025 Annual Report 2024 Sustainability Report"

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