



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

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

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

- Pursuant to the Law on Credit Institutions No.32/2024/QH15 dated 18/1/2024 and amended and supplemented documents;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020 and amended and supplemented documents;
- Pursuant to the Charter on the organization and operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);
- Pursuant to Regulation on Internal Management of VietinBank;
- Pursuant to Official Dispatch No.2312/NHNN-TCCB dated 27/3/2026 of the State Bank of Vietnam on VietinBank's personnel work;

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

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

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

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

3. Conditions to become members of the Board of Directors

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

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

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

4. Principles for nominating members of the Board of Directors

According to the provisions of Article 37 of VietinBank Charter, a shareholder or a group



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

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

5.1. Principles for preparation of the application documents:

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

5.2. List of documents:

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

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

Note: Document template are posted at website <https://investor.vietinbank.vn>, section "Events" - "General Meeting of Shareholders" - "2026" - "2026 Annual General Meeting of Shareholders".

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

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

+84.24.39413622/+84.832485588).

- **Time to receive documents: no later than 5:00 p.m, Thursday, April 09, 2026.** Nomination documents received by VietinBank after the above time are invalid.

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

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

7. Announcing the electing decision

- Based on the Vote count minutes, the election results of the Board of Directors member will be announced at the meeting;
- The results will be recorded in the Resolution of 2026 Annual General Meeting of Shareholders.

8. Validity

This Regulation comes into effect immediately upon the approval of 2026 Annual General Meeting of Shareholder and will only apply to the additional election of members of the Board of Directors for term 2024-2029./.

Hanoi, 24th April 2026
**ON BEHALF OF AGM
CHAIRMANSHIP PANEL**

10/10/10

10/10/10