

No:..04../2025/TTr-BSH-DHDCD

Ha Noi, date 4 month 4 year 2025

**Agenda Item: Approval of 2024 Remuneration Report for the Board of Directors and Supervisory Board, and the 2025 Remuneration Plan**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related implementing regulations;
- Based on the Charter on Organization and Operation of Sai Gon - Hanoi Insurance Corporation;
- Based on Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 26, 2024, of the 2024 Annual General Meeting;
- Based on the Audited Financial Statements for the year 2024 for Sai Gon - Hanoi Insurance Corporation (BSH),

In accordance with Article 6 of Resolution No. 01/2024/NQ-ĐHĐCĐ of the 2024 Annual General Meeting, the approved total remuneration budget for the Board of Directors and the Supervisory Board for the year 2024 was **VND 2,100,000,000** (Two billion, one hundred million Vietnamese Dong).

The Board of Directors reports that the actual expenses incurred for the Board of Directors and Supervisory Board in 2024 totaled **VND 1,405,402,463** (One billion, four hundred five million, four hundred two thousand, four hundred sixty-three Vietnamese Dong).

The Board of Directors respectfully requests the General Meeting of Shareholders to approve a remuneration fund of **VND 1,300,000,000** (One billion, three hundred million Vietnamese Dong) for distribution to the Board of Directors and Supervisory Board for the year 2025.

The Board of Directors also seeks authorization from the General Meeting of Shareholders to determine the allocation of the 2024 remuneration among individual members of the Board of Directors and Supervisory Board.

The Board of Directors respectfully submits the above information for your consideration and approval.

**O/B. THE BOARD OF DIRECTORS**  
**CHAIRMAN, ✓**



**KIM KANG WOOK**