

Hanoi, April 18, 2025

**SUBMISSION**

Re: The Proposed Salary and Remuneration Payment Plan for the Board of Directors of Petrolimex Insurance Corporation in 2025

To: Annual General Meeting of Shareholders

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidelines on corporate governance applicable to public companies;

Pursuant to the Charter of Petrolimex Insurance Corporation as approved by the General Meeting of Shareholders on April 10, 2024;

Pursuant to the Salary and Bonus Distribution Regulations of PJICO issued under Decision No. 57/2022/PJICO-QĐ-HĐQT dated August 26, 2022, of the Board of Directors of PJICO;

The Board of Directors of Petrolimex Insurance Corporation hereby submits to the Annual General Meeting of Shareholders in 2025 the salary and remuneration plan for the Board of Directors for the year 2025 as follows:

**1. Salary and Remuneration Payment Plan for the Board of Directors:**

- Number of members of the Board of Directors: 07 members, including 01 full-time Chairman and 06 part-time Board members. The Supervisory Board members also serve concurrently as part-time Board members (02 persons).

- The total estimated Salary and Remuneration Payment Plan for the Board of Directors in 2025: **VND 3,971,200,000.**

*(A detailed projected salary and remuneration payment plan for the Board of Directors in 2025 is attached.)*

**2. Method of Salary and Remuneration Payment for the Board of Directors in 2025:** To be implemented in accordance with the Salary and Bonus Distribution Regulations of PJICO issued under Decision No. 57/2022/PJICO-QĐ-HĐQT dated August 26, 2022, of the Board of Directors of PJICO and settled along with the Salary Fund of PJICO's Head Office.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN  
TỔNG  
CÔNG TY CỔ PHẦN  
BẢO HIỂM  
PETROLIMEX  
PHẠM THANH HẢI



**SALARY AND REMUNERATION PLAN FOR THE BOARD OF DIRECTORS  
PETROLIMEX INSURANCE CORPORATION IN 2025**

NO.	POSITION	MONTHLY SALARY/ REMUNERATION	QTY	MONTHS ENTITLED TO SALARY (Estimated)	TOTAL ANNUAL SALARY/ REMUNERATION
1	Full-time Chairman of the Board	110,600,000	1	20	2,212,000,000
2	Part-time Board Member	14,100,000	3	20	846,000,000
3	Part-time Board Member	12,580,000	3	20	754,800,000
	Part-time Member of the Inspection Committee	6,600,000	2	12	158,400,000
<b>TOTAL</b>					<b>3,971,200,000</b>

**Note:** The 2025 Salary and Remuneration Payment Plan for the Board of Directors is developed based on the Salary and Bonus Distribution Regulations of PJICO issued under Decision No. 57/2022/PJICO-QĐ-HĐQT dated August 26, 2022, of the Board of Directors of PJICO. The structure and number of members of the Board of Directors after the General Meeting of Shareholders consists of 07 members (01 full-time Chairman, 06 part-time Board members), and 02 part-time Supervisory Board members. The estimation is based on achieving the planned business targets for 2025 and ensuring that the salary fund for PJICO's Head Office employees covers 20 months of payment.

