

Hanoi, April 18, 2025

**REPORT**  
**On Salary and Remuneration Payment Plan for the Board of Directors in 2024**

**To: The Annual General Meeting of Shareholders in 2025**

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding certain provisions 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 Resolution No. 01/2024/PJICO-NQ-ĐHĐCĐ dated April 10, 2024, of the General Meeting of Shareholders approving the salary and remuneration plan for the Board of Directors in 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 PJICO hereby submits to the Annual General Meeting of Shareholders in 2025 the Report on the settlement of the Salary and Remuneration Payment Plan for members of the Board of Directors in 2024 as follows:

**1. Salary and Remuneration Payment Plan of the Board of Directors as planned and approved by the General Meeting of Shareholders on April 10, 2024:**

- Expected number of Board members: 07 members (01 full-time Chairman of the Board, 01 full-time Independent Board Member, 05 part-time Board Members); 01 part-time Supervisory Board Member receiving monthly remuneration.

- Total planned Salary and Remuneration Payment Plan for the Board of Directors in 2024: VND 4,608,000,000.

*(Details of salary and remuneration levels for each member of the BOD and the SB are determined according to PJICO's salary and bonus distribution regulations.)*

**2. Actual Salary and Remuneration Payment Plan of the Board of Directors in 2024:**

- Number of Board Members:

+ From January 1, 2024 – April 10, 2024: 06 members, including 01 full-time Chairman of the Board, 01 full-time Independent Board Member, 04 part-time Board Members. 01 part-time Supervisory Board Member.



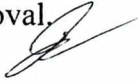
+ From April 11, 2024 – December 31, 2024: 07 members, including 01 full-time Chairman of the Board, 06 part-time Board Members. 02 part-time Supervisory Board Members.

- Total actual salary and remuneration of the Board of Directors: VND 4,286,536,946.

Reason: Changes in the number of Board Members and the organizational structure of the Board of Directors and Supervisory Board from April 10, 2024, compared to the planned salary fund structure.

*(Details of salary and remuneration levels for each individual are attached.)*

We respectfully submit this to the General Meeting of Shareholders for review and approval.



ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



Phạm Thanh Hai



**SETTLEMENT OF SALARY AND REMUNERATION PAYMENT FOR THE BOARD  
OF DIRECTORS**

**PETROLIMEX INSURANCE CORPORATION – 2024**

| No.       | Full Name                    | Position                            | Working Period<br>(dd/mm-dd/mm) | TOTAL SALARY &<br>REMUNERATION<br>IN 2024 (VND) |
|-----------|------------------------------|-------------------------------------|---------------------------------|---|
| <b>I</b>  | <b>Board of Directors</b>    |                                     |                                 |   |
| 1         | Pham Thanh Hai               | Full-time Chairman of the BOD       |                                 | <b>2,215,488,144</b>                            |
| 2         | Nguyen Thi Huong Giang       | Concurrent Member of the BOD        |                                 | <b>278,325,286</b>                              |
| 3         | Lee Jea Hoon                 | Concurrent Member of the BOD        |                                 | <b>289,810,286</b>                              |
| 4         | Truong Dieu Linh             | Concurrent Member of the BOD        |                                 | <b>289,810,286</b>                              |
| 5         | Tran Thi Bao Ngoc            | Concurrent Member of the BOD        | 10/4-31/12                      | <b>129,750,315</b>                              |
| 6         | Ha Kim Anh                   | Concurrent Member of the BOD        | 10/4-31/12                      | <b>129,750,315</b>                              |
| 7         | Le Thi Lan Anh               | Concurrent Member of the BOD        | 10/4-31/12                      | <b>129,750,315</b>                              |
|           | <i>Trinh Thi Quynh Huong</i> | <i>Full-time Member of the BOD</i>  | <i>01/01-10/4</i>               | <b><i>554,349,000</i></b>                       |
|           | <i>Nguyen Manh Linh</i>      | <i>Concurrent Member of the BOD</i> | <i>01/01-10/4</i>               | <b><i>135,103,000</i></b>                       |
| <b>II</b> | <b>Audit Committee</b>       |                                     |                                 |   |
|           | Truong Dieu Linh             | Member of the Audit Committee       |                                 | <b>79,200,000</b>                               |
|           | Le Thi Lan Anh               | Member of the Audit Committee       | 10/4-31/12                      | <b>55,200,000</b>                               |
|           | <b>TOTAL</b>                 |                                     |                                 | <b>4,286,536,946</b>                            |