

REPORT ON THE PERFORMANCE OF THE AUDIT COMMITTEE AND INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Respectfully submitted to: Esteemed Shareholders,

Pursuant to the rights and responsibilities of the Audit Committee and the Independent Member of the Board of Directors as stipulated in the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, the Charter of Petrolimex Insurance Corporation dated April 10, 2024, the Regulations on Organization and Operation, and other applicable regulations, the Audit Committee and the Independent Member of the Board of Directors respectfully report to the General Meeting of Shareholders the following:

I. Report on the activities of the Audit Committee and Independent Member of the Board of Directors in 2025

1. Composition of the Audit Committee

The Audit Committee was established under Decision No. 44/2021/PJICO/QĐ-HĐQT dated September 20, 2021 of the Board of Directors of Petrolimex Insurance Corporation, comprising the following two (02) members:

1- Ms. Le Thi Lan Anh – Independent Member of the Board of Directors – Head of the Audit Committee

2- Ms. Truong Dieu Linh – Member of the Board of Directors – Member of the Audit Committee

2. Meetings of the Audit Committee and Independent Member of the Board of Directors in 2025

No.	Member of the Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Le Thi Lan Anh	02	100%	100%	
2	Ms. Truong Dieu Linh	02	100%	100%	

3. Activities of the Audit Committee and Independent Member of the Board of Directors in 2025

In 2025, the Audit Committee performed the following duties:

- Supervised and evaluated the implementation of the 2025 plan; conducted periodic analysis and assessment of financial indicators on a semi-annual and annual basis;

- Reviewed the internal control and risk management systems;

- Reviewed related-party transactions and proposed to the BOD for approval of Resolutions on transactions between PJICO and related parties in compliance with requirements of state regulatory authorities;
- Exercised supervisory functions over the BOD and the Executive Management;
- Supervised the activities of the Internal Audit Division and the Risk Management Division;
- Oversaw the independent audit firm PwC (Vietnam) Limited in accordance with the audit service contract signed with PJICO in 2025;
- Attended meetings of the BOD and relevant meetings of the Executive Management concerning control and audit matters, providing input on business management direction, financial management, and improvement of internal regulations;
- Prepared reports as required by major shareholders.

4. Assessment of coordination between the Audit Committee, Independent Member of the Board of Directors, and other governing bodies

During its supervisory activities, the Audit Committee maintained effective coordination with members of the BOD, members of the Executive Management, and managers of relevant divisions within the scope of its supervisory functions. The Executive Management consistently facilitated and timely provided information required for the Audit Committee’s supervision activities.

The Audit Committee consolidated opinions from its members to report supervisory results to the Chairman of the BOD and other BOD members during periodic meetings. It also conducted analyses and made recommendations on management and operational matters to promptly address shortcomings and ensure optimal business performance of PJICO.

5. Performance results of the Audit Committee and the Independent Member of the Board of Directors in 2025

5.1 Supervision of the 2025 Financial Statements and business performance of PJICO

- The 2025 financial statements were prepared and presented in accordance with Vietnamese Accounting Standards (VAS), the accounting regime applicable to Vietnamese insurance enterprises, and current regulations;
- The financial statements fairly and accurately reflect, in all material respects, the financial position of PJICO as well as its business results as at December 31, 2025;
- The financial statements were independently audited by the Hanoi Branch of PwC (Vietnam) Limited (hereinafter referred to as PwC), which issued an unqualified opinion, and were disclosed in accordance with regulations. Shareholders may refer to the full financial statements published on the website: <https://pjico.com.vn>.

- Implementation of key business targets for 2025:

Unit: VND million

No.	Indicators	2025 Plan	2025 Actual	% of Plan Achieved
1	Total revenue	5,174,822	5,510,367	106.5%
	<i>of which: Gross Written Premium</i>	<i>4,400,000</i>	<i>4,618,892</i>	<i>105.0%</i>

	<i>Inward reinsurance premium revenue</i>	214,000	230,642	107.8%
	<i>Reinsurance ceding commission</i>	316,089	331,190	104.8%
	<i>Other insurance business revenue</i>	134,099	156,853	117.0%
	<i>Financial income</i>	85,901	135,798	158.1%
	<i>Other income</i>	24,733	36,991	149.6%
2	Profit before tax	306,007	306,122	100.0%
3	Dividend payout ratio	12%	12%	100%

In 2025, total revenue reached VND 5,510,367 million, achieving 106.5% of the plan and increasing by 4.4% compared to 2024. Of which, Gross Written Premium reached VND 4,618,892 million, achieving 105% of the annual plan and growing by 5.1% compared to 2024.

Total profit before tax reached VND 306,122 million, achieving 100% of the annual plan; profit after tax reached VND 245,549 million.

The dividend payout ratio for 2025 was 12%, achieving 100% of the plan.

With the above results, PJICO successfully fulfilled all key targets approved by the 2025 Annual General Meeting of Shareholders. This reflects the strong efforts of the BOD, the Executive Management, and all employees in effectively implementing the business plan despite adverse conditions, including natural disasters such as storms and flooding, which posed significant challenges to the insurance market in general and PJICO in particular.

- Summary of financial information as at December 31, 2025:

Unit: VND million

No.	Indicators	Unit	2025	2024
I	Assets and capital structure	VND million		
1	Total assets	VND million	9,227,721	8,424,811
1.1	Current assets	VND million	7,694,285	7,108,186
1.2	Non-current assets	VND million	1,522,234	1,316,624
2	Total capital	VND million	9,216,519	8,424,811
2.1	Liabilities	VND million	7,263,316	6,517,430
2.2	Equity	VND million	1,953,203	1,907,381
3	Structure			
3.1	Current assets / Total assets	%	83.48	84.37
3.1	Liabilities / Total capital	%	78.81	77.36

3.2	Equity / Total capital	%	21.19	22.64
II	Liquidity ratios			
1	Current ratio	Times	1.27	1.29
2	Short-term solvency ratio	Times	1.05	1.10
3	Quick ratio	Times	0.60	0.66
4	Solvency margin	%	182.1%	181.9%
III	Profitability ratios			
	Profit after tax	VND million	245,549	232,241
1	ROS (Return on Sales)	%	6.44%	6.47%
2	ROE (Return on Equity)	%	12.57%	12.18%
3	ROA (Return on Assets)	%	2.66%	2.76%
IV	EPS (Earnings per share)	VND	2,214	1,493
V	Dividend		12%	12%

Overall assessment:

Total assets as at December 31, 2025 reached VND 9,216,519 million, an increase of VND 791,708 million (equivalent to 9.4%) compared to December 31, 2024. Of which, current assets increased by VND 586,099 million and non-current assets increased by VND 205,610 million;

The ratio of current assets to total assets as at December 31, 2025 was 83.48% (compared to 84.37% in 2024), mainly due to increases in short-term investments and reinsurance assets;

The ratio of liabilities to total capital as at December 31, 2025 was 78.81% (compared to 77.36% in 2024), primarily due to an increase in technical reserves;

Liquidity ratios, including current ratio, short-term solvency ratio, quick ratio, and solvency margin, remained relatively stable compared to 2024;

PJICO's profit over the past five years has shown steady growth, reflecting a strategy of revenue growth combined with efficient and sustainable business operations;

In 2025, PJICO paid cash dividends to shareholders at a rate of 12%.

5.2 Risk management and internal control system; credit rating

- Circular No. 70/2022/TT-BTC dated November 16, 2022 provides more detailed regulations on risk management, internal control, and internal audit for insurance enterprises. Accordingly, PJICO has issued the Risk Management Regulations, the annual Risk Appetite Statement, and in January 2026 issued the Risk Management Process, thereby continuing to enhance its risk management framework in compliance with the Circular. Risk management reporting has been implemented in accordance with regulations.

- PJICO merged the Internal Control Division and the Market Research & Risk Management Division into the Internal Control & Risk Management Division, ensuring

compliance with Circular No. 70/2022/TT-BTC dated November 16, 2022; and established an internal control and risk management system to meet the following requirements: operational effectiveness and safety; protection, management, and efficient use of assets and resources; ensuring the accuracy, fairness, completeness, and timeliness of financial and management information systems; and ensuring that business activities comply with laws as well as internal regulations, processes, and policies.

- Overall, according to the assessment of A.M. Best, PJICO's risk management framework is appropriate to the scale and complexity of its operations. PJICO's processes have been improved and continue to be enhanced to meet integration requirements.

- In 2025, PJICO successfully maintained its credit rating in August 2025. The results continued to affirm a Financial Strength Rating of "B++" (Good), an Issuer Credit Rating of "bbb" (Good) with a stable outlook, and a National Scale Rating (NSR) of "aaa.VN" – the highest rating level in Vietnam.

5.3 Related-party transactions

Transactions between PJICO and related parties were conducted within the framework of strategic cooperation programs or in support of PJICO's business ecosystem development. No transactions giving rise to conflicts of interest with PJICO were identified.

For the financial year ended December 31, 2025, material transactions between PJICO and internal persons and related parties are disclosed on pages 62-66 of the audited financial statements.

5.4 Supervisory activities of the Audit Committee and Independent Member of the Board of Directors over the Board of Directors, Executive Management, and audit activities

Supervisory methods:

- Directly monitoring the activities of the BOD through meetings, discussions, and direct participation in voting on matters under the BOD's authority;

- Supervising the activities of the Executive Management through the implementation of Resolutions of the BOD and the 2025 Annual General Meeting of Shareholders, conducted during BOD meetings;

- Direct engagement with the CEO and heads of units to obtain updates on PJICO's business operations;

- Supervision through reporting channels.

Assessment of the performance of the Board of Directors:

The BOD fully exercised its rights and fulfilled its obligations in accordance with applicable laws, the Charter, corporate governance regulations, and Resolutions of the General Meeting of Shareholders. Key activities include:

Organizing the 2025 Annual General Meeting of Shareholders in compliance with statutory timelines and fully implementing the contents of Resolution No. 01/2025/PJICO/NQ-DHĐCĐ dated April 18, 2025, including:

- Final dividend payment to shareholders within 60 days from the closing date of the AGM; selection of an audit firm from the list of four (04) firms approved by the AGM;

- Payment of remuneration to members of the BOD in accordance with AGM approval;

- Assignment of detailed 2025 business targets to PJICO;

- The BOD, in coordination with the Executive Management, implemented the 2025 business plan, achieving total revenue of VND 5,279 billion, equivalent to 106.5% of the annual plan and a growth of 4.4% year-on-year. Profit before tax reached VND 306 billion, achieving 100% of the plan and growing by 5.1% year-on-year.

In 2025, the BOD held four (04) meetings and issued 34 Resolutions and 80 Decisions on matters within its authority in directing, managing, and supervising PJICO's operations. The BOD consistently upheld principles of responsibility, integrity, transparency, and openness in all decisions.

In 2025, the BOD approved investments in two office buildings for PJICO Gia Dinh and PJICO Tan Binh Duong. To date, most units have secured stable office premises, supporting business continuity. The BOD has also formulated appropriate strategic directions, ensured systematic business operations, preserved and developed shareholders' capital, fulfilled business targets, ensured employee income, enhanced customer solvency capacity, complied with state budget obligations, and strengthened financial, legal, and technological foundations for future development.

Assessment of the performance of the CEO and the Executive Management:

At periodic BOD meetings, the Audit Committee and Independent Member of the BOD reviewed the implementation of Resolutions of the General Meeting of Shareholders and the BOD, market developments, quarterly and cumulative business performance, business plans for the remaining period of the year, corporate governance matters, and issues subject to BOD approval under the Charter and internal governance regulations. Following discussions, the Board issued Resolutions as the basis for the CEO and the Executive Management to implement. The Audit Committee and Independent Member maintained independence and objectivity in providing opinions and, where necessary, directly engaged with heads of professional divisions on relevant matters.

In 2025, PJICO faced numerous challenges, including significant changes within the Executive Management: a new CEO was appointed in June 2025; two Deputy CEOs retired; and three new Deputy CEOs were appointed during the year. The CEO and the new Executive Management demonstrated strong efforts and achieved encouraging results. While revenue showed signs of stagnation and decline in the first half of 2025, decisive measures implemented in the second half enabled PJICO to achieve its assigned targets, ensuring revenue growth and business efficiency.

PJICO progressively implemented the digital transformation consultancy project for the 2023-2028 period, including the go-live of the MyPJICO customer application, streamlining systems for motor insurance operations from sales to claims, upgrading the reinsurance module, and expanding insurance distribution through digital platforms. These initiatives contribute to improved risk management, optimized cash flow, enhanced customer experience, and lay a solid foundation for future development.

PJICO successfully implemented the Board's Resolution on restructuring the Head Office and affiliated units with a focus on standardization and streamlining. As a result, the organizational structure was optimized with a reduction of 39 functional departments across units, and Head Office divisions were standardized. The KPI system was completed and implemented to assess performance from Deputy CEOs to sales staff across PJICO. Workforce quality was further strengthened through both internal and external recruitment. The total workforce reached **1,610** employees, an increase of 14 employees compared to the beginning of the year. Average labor productivity reached VND 3,423 million per employee, and average income reached VND 38.9 million per employee per month, up 7.9% year-on-year.

Internal communications and corporate culture were actively promoted, including meaningful activities celebrating PJICO's 30th anniversary, such as the creative contest "30 Years of PJICO – A Journey of Dedication" with numerous high-quality submissions from employees, reflecting strong engagement and corporate pride. The "Continuous Improvement – Kaizen" program encouraged employees to propose practical initiatives, fostering a culture of proactiveness, creativity, and responsibility. Weekly Best Seller competitions were organized to recognize outstanding individuals. In addition, selective and effective marketing activities aligned with market trends (e.g., advertising on Google, TikTok platforms) contributed to revenue growth and enhanced brand recognition.

Throughout its operations, the Executive Management effectively managed business activities with a high level of responsibility toward stakeholders, ensuring compliance with applicable laws and PJICO's internal regulations.

Assessment of the performance of the Internal Audit Division and the Risk Management Division under the Board of Directors:

- The Internal Audit Division under the BOD is organized as the third line of defense, functioning as a specialized division under the supervision of the Audit Committee and the BOD through the implementation of the annual audit plan, and the evaluation of operational processes and internal audit methodologies.

In 2025, the Internal Audit Division completed audits at 16/16 units in accordance with the scope, content, and methods approved by the BOD, as well as other tasks as requested by the Audit Committee and the BOD. The Internal Audit Division continued to monitor post-audit remediation results. In addition, internal audit activities have gradually created added value through the integration of training into audit activities and advisory support on risk mitigation for PJICO, moving towards the development and application of a risk-based internal audit approach.

- The Risk Management Division under the BOD is a functional division under the supervision of the Audit Committee and the BOD, responsible for advising the BOD on risk appetite, risk tolerance thresholds for each financial year, as well as long-term strategies; thereby supporting the implementation of risk management strategies, frameworks, risk appetite, and compliance with safety limits in PJICO's business operations.

In 2025, the Risk Management Division advised the BOD in issuing the Risk Management Regulations and the Risk Appetite Statement for 2025, and monitored PJICO's compliance with the established risk appetite. It coordinated with relevant functional divisions to contribute to the development of the Risk Management Process; reviewed and assessed annual financial reports; and promptly reported to the BOD while engaging with relevant divisions and the Executive Management on newly arising risks, recommending appropriate mitigation measures.

6. Performance of independent audit services:

The independent audit firm PwC (Vietnam) Limited fully fulfilled its obligations under the audit service contract signed with PJICO, including:

Ensuring the reliability, accuracy, and quality of the audited financial statements;

Complying with audit timelines as prescribed;

Coordinating, responding, and providing information as requested by the Audit Committee.

PwC issued confirmation regarding the audit of PJICO's financial statements for the fiscal year ended December 31, 2025, including **the audit of segregated fund statements for 2025,**

and complied with independence requirements under Vietnamese Standards on Auditing, the Vietnamese Code of Ethics for Accounting and Auditing, and the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA). PwC confirmed that it did not provide any non-audit services to PJICO during the year in compliance with independence regulations.

II. Plan of the Audit Committee and the Independent Member of the Board of Directors for 2026

Based on the roles and responsibilities of the Audit Committee and the Independent Member of the BOD as stipulated in the Charter, Regulations on Organization and Operation, and other relevant regulations, the 2026 plan is as follows:

- To supervise and evaluate the implementation of the 2026 plan; conduct periodic analysis and assessment of financial indicators on a semi-annual and annual basis;
- To supervise the activities of the Board of Directors and the Executive Board;
- To supervise the activities of the Internal Audit Division and the Risk Management Division;
- To review related-party transactions within the approval authority of the BOD or the General Meeting of Shareholders, and provide recommendations on transactions requiring such approvals; propose to the BOD for approval of Resolutions on related-party transactions of PJICO in 2026;
- To submit to the General Meeting of Shareholders for consideration and approval the “Submission on the Selection of An Independent Auditor for the 2026 Financial Statements”; to monitor and evaluate the independence, objectivity, and effectiveness of the independent audit process;
- To assess coordination between the Audit Committee and the BOD, the Executive Management, and other management personnel;
- To supervise compliance of PJICO with applicable laws, regulatory requirements, and internal regulations.

Respectfully submitted./.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS
HEAD OF THE AUDIT COMMITTEE**

Le Thi Lan Anh