

Hanoi, dd/mm/2026

REPORT

On the Finalization of Salary and Remuneration for the Board of Directors in 2025 of Petrolimex Insurance Corporation

To: The 2026 Annual General Meeting of Shareholders

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

Pursuant to the Charter of Petrolimex Insurance Corporation approved by the General Meeting of Shareholders on 18 April 2025;

Pursuant to Resolution No. 01/2025/PJICO-NQ-ĐHĐCĐ dated 18 April 2025 of the General Meeting of Shareholders approving the salary and remuneration scheme of the Board of Directors for 2025;

Pursuant to the Regulations on salary and bonus distribution of PJICO issued together with Decision No. 57/2022/PJICO-QĐ-HĐQT dated 26 August 2022 of the Board of Directors;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the Submission on the Finalization of Salary and Remuneration for the Board of Directors in 2025 as follows:

1. Planned salary fund and remuneration of the Board of Directors approved by the General Meeting of Shareholders on 18 April 2025

- Planned number of members of the BOD: 07 members, including 01 full-time Chairman and 06 concurrent members; and 02 part-time members of the Audit Committee receiving monthly remuneration.

- Total planned salary fund and remuneration of the BOD for 2025: **VND 3,971,200,000.**

(Detailed salary and remuneration for each member of the BOD and the Audit Committee are determined in accordance with PJICO's Regulations on salary and bonus distribution.)

2. Actual salary fund and remuneration of the Board of Directors in 2025

- Number of members of the Board of Directors:

+ From 01 January 2025 to 05 May 2025: 07 members, including 01 full-time Chairman and 06 concurrent members; with 02 part-time Audit Committee members.

+ From 06 May 2025 to 31 December 2025: 06 members, including 01 full-time Chairman and 05 concurrent members (including changes to BOD members representing the capital contribution of Samsung Fire & Marine Insurance effective from 18 April 2025); with 02 part-time Audit Committee members.

- Total actual salary fund and remuneration of the BOD: **VND 3,657,315,000**.

(Detailed remuneration of each individual is attached hereto.)

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Pham Thanh Hai

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

No.	Full Name	Title	Working Period	Total Salary & Remuneration Received in 2025
I	Board of Directors			<u>3,498,915,000</u>
1	Pham Thanh Hai	Full-time Chairman of the Board of Directors		2,372,054,000
2	Truong Dieu Linh	Concurrent Member of the Board of Directors		229,100,000
3	Le Thi Lan Anh	Concurrent Member of the Board of Directors		191,906,000
4	Tran Thi Bao Ngoc	Concurrent Member of the Board of Directors		191,906,000
5	Ha Kim Anh	Concurrent Member of the Board of Directors		191,906,000
6	Choi Sung Jin	Concurrent Member of the Board of Directors	From April 18 to December 31, 2025	110,630,000
	Lee Jea Hoon	Concurrent Member of the Board of Directors	From January 1 to April 18, 2025	92,570,000
	Nguyen Thi Huong Giang	Concurrent Member of the Board of Directors	From January 1 to May 6, 2025	118,843,000
II	Audit Committee			<u>158,400,000</u>
	Truong Dieu Linh	Member of the Audit Committee		79,200,000
	Le Thi Lan Anh	Member of the Audit Committee		79,200,000
	TOTAL			<u>3,657,315,000</u>