

Hanoi, April 15, 2026

SUBMISSION

Proposed Salary and Remuneration Plan for the Board of Directors and the Supervisory Board
of Petrolimex Insurance Corporation in 2026

To: The 2026 Annual General Meeting of Shareholders

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

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

Pursuant to the salary and wage plan for 2026 of PJICO;

The Board of Directors of Petrolimex Insurance Corporation respectfully submits to the 2026 Annual General Meeting of Shareholders the proposed salary and remuneration plan for members of the Board of Directors and the Supervisory Board in 2026 as follows:

1. Salary and remuneration fund of the Board of Directors:

- Number of members of the BOD: 07 members, including 01 full-time Chairman of the Board of Directors and 06 concurrent members of the BOD.
- Audit Committee: 02 part-time members; operating until April 30, 2026.
- Establishment of the Supervisory Board from May 1, 2026: 03 members, including 01 Head of the Supervisory Board and 02 full-time members.
- Total salary fund and remuneration of the BOD, the Supervisory Board, and the Audit Committee for 2026 (estimated): **VND 8,226,360,000**.

(Detailed plan attached)

2. Method of payment of salary and remuneration for members of the Board of Directors and the Supervisory Board in 2026: shall be implemented in accordance with PJICO's Regulations on salary and bonus distribution.

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

**SALARY AND REMUNERATION FUND PLAN FOR THE BOARD OF
DIRECTORS AND THE SUPERVISORY BOARD OF PETROLIMEX
INSURANCE CORPORATION FOR 2026**

NO.	POSITION	MONTHLY SALARY / REMUNERATION	NUMBER OF PERSONS	NUMBER OF MONTHS (Estimated)	TOTAL PLANNED SALARY / REMUNERATION
1	Full-time Chairman of the Board of Directors	165,700,000	1	18	2,982,600,000
2	Concurrent Members of the Board of Directors	21,140,000	6	18	2,283,120,000
3	Concurrent Members of the Audit Committee	14,280,000	2	4	114,240,000
4	Head of the Supervisory Board	94,400,000	1	12	1,132,800,000
5	Member of the Supervisory Board	71,400,000	2	12	1,713,600,000
TOTAL					8,226,360,000

Notes: The 2026 salary and remuneration fund for the BOD is developed based on the following assumptions:

- Draft regulations/new salary scheme of PJICO;
- The structure and number of members of the BOD remain stable (comprising 07 members: 01 full-time Chairman of the BOD and 06 concurrent members). The Supervisory Board is established and operates from May 1, 2026, consisting of 03 members: 01 Head and 02 full-time members.
- Revenue and profit targets of PJICO/Head Office for 2026 are achieved in accordance with the approved plan.