



No: *18*./2026/BC-BSH-HDQT

*Hanoi, 13 April 2026*

## REPORT

### ***Remuneration payment for the Board of Directors and the Board of Supervisors in 2025 and the Remuneration Plan for 2026***

#### **To: THE GENERAL MEETING OF SHAREHOLDERS**

The Board of Directors (BOD) of Saigon – Hanoi Insurance Corporation (BSH) would like to report to the 2026 Annual General Meeting of Shareholders regarding the remuneration payment for the Board of Directors and the Board of Supervisors (BOS) in 2025 and the proposed remuneration plan for 2026 as follows:

#### **I. 2025 REMUNERATION PAYMENT STATUS**

1. Total remuneration paid to non-executive members of the BOD and the BOS for the remainder of the 2023 – 2028 term (excluding Personal Income Tax - PIT):

No	Full Name	Position	Monthly Remuneration (VND)	Number of months in 2025	Total Remuneration (VND)
1	Mr Nguyen Tat Thang	BOD Member	12.000.000	04 Months	49.142.857
2	Ms Nguyen Thi Minh Thuong	BOS Member	7.500.000	12 Months	90.000.000
<b>Total:</b>					<b>139.142.857</b>
<i>In words: One hundred thirty-nine million, one hundred forty-two thousand, eight hundred fifty-seven Vietnamese Dong./.</i>					

2. Members of the BOD and the BOS working on a full-time basis shall not receive remuneration but shall receive executive income at rates decided by the BOD.
3. Korean members of the BOD and the BOS shall receive no remuneration.
4. Members of the BOD and the BOS who hold concurrent positions and are currently receiving a salary from BSH shall receive no remuneration.

#### **II. 2026 REMUNERATION PLAN**

1. Eligible members of the BOD and the BOS shall be entitled to remuneration at the following rates:

- Member of the Board of Directors: VND 12,000,000/month (excluding PIT).
- Member of the Board of Supervisors: VND 7,500,000/month (excluding PIT).

2. Members of the BOD and the BOS working on a full-time basis shall not receive remuneration but shall receive executive income. The amount of such income shall be decided by the BOD.

3. Korean members of the BOD and the BOS shall receive no remuneration.



4. Members of the BOD and the BOS who hold concurrent positions and are currently receiving a salary from BSH shall receive no remuneration.

5. Effective period: From January 1, 2026, to December 31, 2026.

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

Respectfully submitted!

*This English version is for reference purposes only. In the event of any discrepancy between the English and Vietnamese versions, the Vietnamese version shall prevail*

**Recipients:**

- As above ;
- Filed at: Office .

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN  
(Signed)**

**KIM KANG WOOK**

