



An toàn để phát triển

**SAIGON - HANOI INSURANCE JOINT STOCK CORPORATION**

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No. 02./2026/TTr-BSH-DHDCD

*Ha Noi, date 31 month 03 year 2026*

**Agenda Item: Approval of 2025 Remuneration Report for the Board of Directors and Supervisory Board, and the 2026 Remuneration Plan**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related implementing regulations;
- Based on the Charter on Organization and Operation of Sai Gon - Hanoi Insurance Corporation;
- Based on Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 26, 2024, of the 2024 Annual General Meeting;
- Based on the Audited Financial Statements for the year 2024 for Sai Gon - Hanoi Insurance Corporation (BSH),

Pursuant to Article 5 of Resolution No. 01/2025/NQ-BSH-DHDCD dated April 28, 2025, issued by the 2025 Annual General Meeting of Shareholders (AGM), the total remuneration budget approved for the **Board of Directors (BOD)** and the **Supervisory Board** for the year 2025 was **VND 1,300,000,000** (One billion, three hundred million Vietnamese dong).

The Board of Directors hereby reports that the actual remuneration expenses incurred for the Board of Directors and the Supervisory Board in 2025 amounted to **VND 1,064,352,889** (One billion, sixty-four million, three hundred fifty-two thousand, eight hundred and eighty-nine Vietnamese dong).

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for approval the proposed remuneration fund for 2026 for the Board of Directors and the Supervisory Board as follows: **VND 1,200,000,000** (One billion, two hundred million Vietnamese dong).

The General Meeting of Shareholders shall authorize the Board of Directors to decide on the specific allocation of the 2026 remuneration for each member of the Board of Directors and the Supervisory Board.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**O/B. THE BOARD OF DIRECTORS  
CHAIRMAN**

**SIGNED**

**KIM KANG WOOK**

*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*