



SAI GON – HANOI INSURANCE CORPORATION

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NQ-BSH-HDQT

Hanoi, September 15, 2026

RESOLUTION

On the Approval of a Transaction with a Related Party who is a Member of the Board of Directors

BOARD OF DIRECTORS

SAI GON – HA NOI INSURANCE JOINT STOCK CORPORATION (BSH)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its guiding, amending and supplementing documents;
- Pursuant to the Law on Insurance Business No. 08/2022/QH15 dated 16 June 2022 and its guiding, amending and supplementing documents;
- Pursuant to the Charter of Sai Gon – Ha Noi Insurance Joint Stock Corporation;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 40/2026/BB-BSH-HDQT dated 11 September 2026.

RESOLVES:

Article 1: To approve the transaction between Sai Gon – Ha Noi Insurance Joint Stock Corporation (BSH) and related parties who are members of the Board of Directors (the "Board"), specifically as follows:

- Related parties: (i) Mr. Kim Kang Wook – Chairman of the Board, concurrently acting as management strategy consultant expert for BSH; and (ii) Mr. Oh Ji Won – Member of the Board, concurrently acting as insurance business expert for BSH.
- Nature of the transaction: BSH shall enter into labor contracts/appendices to labor contracts with, and pay expert remuneration to, the above-named individuals.
- Monthly remuneration (net):
 - (i) Mr. Kim Kang Wook: USD 2,700 + VND 96,500,000;
 - (ii) Mr. Oh Ji Won: USD 5,100.*(The above remuneration comprises base salary and performance-based salary, converted at the USD exchange rate of Vietcombank as at 28 August 2026, which shall remain unchanged until replaced by another written notice.)*
- Other benefits: BSHcare insurance.
- Effective period: from 1 September 2026.



Article 2: To assign and authorize the General Director to proactively decide and have full authority to: (i) decide on entering into and signing labor contracts/appendices to labor contracts with the Board members named in Article 1 of this Resolution; and (ii) organize the implementation of related procedures in compliance with applicable law and the Corporation's Charter.

Article 3: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Executive Board, Directors of Departments/Units, and other relevant individuals of BSH are responsible for the implementation of this Resolution.

Recipients:

- As per Article 3;
- Supervisory Board (for notification);
- Filed: Administration Dept., Office of the Board of Directors.

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

(Signed and sealed)

KIM KANG WOOK

