



SAIGON – HANOI INSURANCE CORPORATION

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No.: 44/2026/NQ-BSH-HDQT

Hanoi, October 05, 2026

RESOLUTION

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

THE BOARD OF DIRECTORS

SAIGON - HANOI INSURANCE JOINT STOCK CORPORATION (BSH)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its implementing, amending and supplementing documents;
- Pursuant to the Law on Insurance Business No. 08/2022/QH15 dated June 16, 2022, and its implementing, amending and supplementing documents;
- Pursuant to the Charter on Organization and Operation of Saigon - Hanoi Insurance Joint Stock Corporation;
- Pursuant to Minutes of Meeting of the Board of Directors No. 10/2026/BB-BSH-HDQT dated September 11, 2026;
- Pursuant to Resolution No. 38/2026/NQ-BSH-HDQT dated September 15, 2026 of the Board of Directors of Saigon - Hanoi Insurance Joint Stock Corporation,

RESOLVES:

Article 1. To approve the transaction between Saigon - Hanoi Insurance Joint Stock Corporation (BSH) and related parties who are members of the Board of Directors (the "Board"), specifically:

- Related parties: (i) Mr. Kim Kang Wook – Chairman of the Board, concurrently acting as a strategic management consultant expert for BSH; (ii) Mr. Oh Ji Won – Member of the Board, concurrently acting as an insurance business expert for BSH.
- Content of the transaction: BSH shall enter into labor contract(s)/appendices to labor contract(s) with, and pay expert remuneration to, the above-named members.
- Monthly salary (net):
 - (i) Mr. Kim Kang Wook: USD 2,700 + VND 96,500,000;
 - (ii) Mr. Oh Ji Won: USD 5,100.

(The salary comprises the basic salary and the performance-based salary..., converted at the telegraphic transfer buying rate first quoted by Shinhan Bank on September 18, 2026 (USD 1 = VND 25,805), which shall remain unchanged until replaced by another written notice.)

- Other benefits: None.
- Effective period: From October 01, 2026.

Article 2. To assign and authorize the General Director to proactively and with full authority: (i) decide on entering into and signing labor contract(s)/appendices to labor contract(s) with the members of the Board of Directors stated in Article 1 of this



Resolution; and (ii) organize the implementation of related procedures, ensuring compliance with the law and the Corporation's Charter.

Article 3. This Resolution replaces Resolution No. 38/2026/NQ-BSH-HDQT dated September 15, 2026. Members of the Board of Directors, the Executive Board, Directors of Divisions/Units, and relevant organizations and individuals shall be responsible for implementing this Resolution./.

Recipients:

- As stated in Article 3;
- Supervisory Board (for notification);
- Filed at: Administration Office,
Board Office.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(signed)

KIM KANG WOOK

This document is an English translation of the original Vietnamese document and is provided for reference purposes only. In case of any inconsistency, discrepancy or difference in interpretation between the Vietnamese version and this English translation, the Vietnamese version shall prevail.

