PROPOSAL

Re: Payment of 2025 remuneration and the remuneration payment plan for 2026 of the Board of Directors and the Board of Supervisors

To: **THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The Board of Directors of Bao Minh Insurance Corporation hereby submits to the 2026 Annual General Meeting of Shareholders for review and approval the remuneration payment for 2025 and the remuneration payment plan for 2026 for the Board of Directors and the Board of Supervisors as follows:

1. Remuneration fund for 2025 for the Board of Directors and the Board of Supervisors and the bonus fund for managers for 2025

Pursuant to Article 9 of the Resolution of the 2025 Annual General Meeting of Shareholders dated April 25, 2025, of Bao Minh Insurance Corporation (Bao Minh), which approved the Proposal on remuneration payment for 2024 and the remuneration payment plan for 2025 for the Board of Directors and the Board of Supervisors, whereby the remuneration payment plan for 2025 was approved by the Annual General Meeting of Shareholders as follows: ***"The payment of remuneration to the Board of Directors and the Board of Supervisors shall comply with the current regulations of Bao Minh and current legal regulations on salaries";***

Pursuant to the Salary and Bonus Regulations of Bao Minh Insurance Corporation issued together with Decision No. 1639/2023-BM/HDQT dated July 20, 2023, of the Board of Directors of Bao Minh;

Applying relevant regulations in Decree No. 248/2025/NĐ-CP dated September 15, 2025, on the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises;

- On December 22, 2025, the Board of Directors of Bao Minh issued Resolution No. 3011/2025-BM/HDQT regarding the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2025, whereby, based on the business results achieved by Bao Minh in 2025, the total remuneration fund for the Board of Directors and the Board of Supervisors is 2,109,432,000 VND (equivalent to 0.82% of profit after tax), in which:
    - The total remuneration fund for non-executive Board of Directors' members (excluding the Capital Representative of the Board of Directors) is 1,077,120,000 VND;
    - The total remuneration fund for the Capital Representative of the Board of Directors is 480,000,000 VND (according to the practice applied to the Capital Representative of the Board of Directors in previous years, which is 20 million VND/month/person);

- The total remuneration fund for non-executive Members of the Board of Supervisors is 552,312,000 VND.

- The payment of remuneration to each Board of Directors' member and Member of the Board of Supervisors shall comply with current legal regulations and internal regulations of Bao Minh.
- In 2025, based on the assessment of internal governance, management, and operations, the Board of Directors proposes not to allocate a bonus fund for managers in 2025.
- Board of Directors' members and Members of the Board of Supervisors shall be reimbursed for operating expenses incurred in performing their assigned duties in accordance with the current regulations of Bao Minh.

2. Remuneration payment plan for 2026 for the Board of Directors and the Board of Supervisors

- Remuneration payment plan for 2026: Authorize the Board of Directors to develop, approve, and implement the remuneration plan for the Board of Directors and the Board of Supervisors in compliance with Bao Minh's current regulations and applicable laws on salaries and remuneration.
- Bonus plan for 2026: The bonus fund for managers for 2026 shall be decided by the 2027 Annual General Meeting of Shareholders based on the results of the completion of the 2026 business plan.
- The source for paying remuneration to Board of Directors' members and Member of the Board of Supervisors, and the bonus fund for managers (If any) for 2026 shall be deducted from the profit after tax of Bao Minh.
- Board of Directors' members and Member of the Board of Supervisors shall be reimbursed for operating expenses incurred in performing their assigned duties in accordance with the current regulations of Bao Minh.

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

S.G.P: 27 - C.P
TỔNG CÔNG TY CỔ PHẦN BẢO MINH
P. XUÂN HÒA - TP HỒ CHÍ MINH

Đinh Viet Tung