

No 398 /TT-ABIC-HĐQT

Hanoi, date 02 month 6 year 2025

PROPOSAL

Re: Approval of the 2025 budget plan, salaries, remuneration, and other benefits for the Board of Directors and the Supervisory Board

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to Decree No. 218/2013/NĐ-CP dated December 26, 2013, of the Government detailing and guiding the implementation of the Law on Corporate Income Tax;
- Pursuant to Circular No. 78/2014/TT-BTC issued by the Minister of Finance on June 18, 2014, guiding the implementation of Decree No. 218/2013/NĐ-CP and subsequent amending and supplementing documents;
- Pursuant to Decree No. 44/2025/NĐ-CP issued on February 28, 2025, by the Government regarding the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;
- Pursuant to Circular No. 003/2025/TT-BNV issued by the Ministry of Home Affairs on April 28, 2025, guiding the implementation of labor, salary, remuneration, and bonus management in state-owned enterprises;
- Pursuant to the Charter of Agribank Insurance Joint Stock Corporation approved by the Annual General Meeting of Shareholders on June 15, 2023;
- Pursuant to Resolution No. 308/NQ-ABIC-ĐHĐCĐ dated June 27, 2024, of the 2024 Annual General Meeting of Shareholders, and Resolution No. 683/2024/NQ-ĐHĐCĐ dated November 30, 2024, approved by the shareholders in written form;
- Based on the Company's business performance in 2024 and the 2025 business plan of Agribank Insurance Joint Stock Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 plan for budget, performance-based salaries, remuneration, and other benefits for the Company's Board of Directors and Supervisory Board as follows:

1. Level of performance-based salaries, remuneration, and other benefits for the Board of Directors and the Supervisory Board:

No.	Position	Remuneration (VND/month)
1	Members of the Board of Directors	
1.1	Full-time Chairman of the Board of Directors	Salary and other benefits as Salary and other benefits as per company regulations
1.2	Part-time Chairman of the Board of Directors	14,000,000
1.3	Full-time Vice Chairman of the Board	Salary and other benefits as per company regulations


No.	Position	Remuneration (VND/month)
1.4	Full-time Member of the Board	Salary and other benefits as per company regulations
1.5	Part-time Member of the Board	12,000,000
2	Members of the Supervisory Board	
2.1	Full-time Head of the Supervisory Board	Salary and other benefits as per company regulations
2.2	Part-time Head of the Supervisory Board	12,000,000
2.3	Full-time Member of the Supervisory Board	Salary and other benefits as per company regulations
2.4	Part-time Member of the Supervisory Board	5,000,000

With respect to specific remuneration levels for part-time positions, it is proposed that the General Meeting of Shareholders delegate authority to the Board of Directors to determine such levels in compliance with Decree No. 44/2025/NĐ-CP.

2. Other Expenses:

In order to create optimal conditions for the Company to achieve its 2025 business plan and ensure adequate funding for the Board of Directors, the Supervisory Board, and committees under the Board of Directors to perform governance duties, strengthen supervision, and support business operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval for approval of the operating budget for the Board of Directors and the Supervisory Board. This budget will cover expenses such as telephone charges, business travel, transaction costs, etc. Based on actual activity programs and plans, the Board of Directors shall authorize the Chairman to approve the expenditure policy, and the General Director shall execute and record such expenditures as part of business operating costs.

Expenditure rate: **0.3%** of gross written premium revenue and reinsurance accepted premium revenue.

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

Recipients:

- As above;
- Archived: FAD, HR&AD, OBD.

ON BEHALF OF THE BOARD OF DIRECTORS 
CHAIRMAN



Nguyen Tien Hai