

No: **NO-ABIC-DHĐCĐ**

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RESOLUTION

2025 Annual General Meeting of Shareholders

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
AGRIBANK INSURANCE JOINT STOCK CORPORATION (ABIC)**

Pursuant to the Law on Enterprises 2020, the Law on Securities 2019 and its guiding documents;

Pursuant to the Law on Insurance Business 2022 and its guiding documents;

Pursuant to the Charter of Agribank Insurance Joint Stock Corporation (ABIC) issued in 2023;

Pursuant to the Vote Counting Minutes and the Minutes of the 2025 Annual General Meeting of Shareholders of ABIC held on June 26, 2025 in Hanoi;

RESOLVES:

Article 1. Approval of the 2024 business performance report and the 2025 business objectives and solutions

1.1. The General Meeting unanimously approved the 2024 business performance report and the 2025 business objectives and solutions.

1.2. The General Meeting adopted the resolution with a voting ratio of% of the total voting shares of the shareholders attending the meeting.

Article 2. Approval of the 2024 business results and the audited 2024 financial statements

2.1. The General Meeting unanimously approved the 2024 business results and adopted the audited 2024 financial statements of the Company with the following key indicators:

No	Indicator	2024 Plan (VND)	2024 Actual (VND)	Performance vs. Plan (%)	Growth (%)
I	Revenue from sales	2,548,000,000,000	2,582,751,253,436	101.4	15.7
1	Original insurance premium	2,280,000,000,000	2,301,313,340,533	100.9	15.2
2	Reinsurance premium income	120,000,000,000	130,186,642,615	108.5	115.1
3	Financial investment revenue	148,000,000,000	149,934,837,164	101.3	(13.1)
4	Other income	Not planned	1,316,433,124		
II	Profit before tax	226,000,000,000	256,144,304,898	113.3	(16.9)

Note: Other indicators are detailed in the submission of the ABIC Board of Directors.

2.2. The General Meeting adopted the resolution with a voting ratio of% of the total voting shares of the shareholders attending the meeting.

Article 3. Approval of the 2024 Budget Finalization Report of the Board of Directors (BOD) and the Supervisory Board (SB)

3.1. The General Meeting of Shareholders (GMS) unanimously approved the 2024 budget finalization of the BOD and the SB as follows:

- Remuneration paid to non-executive members of the BOD and SB: ... VND
- Other operating expenses of the BOD, SB, and affiliated Committees under the BOD: ... VND
- Unused funds: ... VND, not carried forward to the following year, to be reverted to the 2024 business results.

3.2. The General Meeting of Shareholders approved the above content with a voting ratio of% of total voting shares of the attending shareholders.

Article 4. Approval of the 2023 Profit Distribution Results and the 2024 Profit Allocation and Distribution Plan

4.1. The GMS unanimously approved the 2023 profit distribution results as follows:

No	Item	Amount (VND)	Notes
1	Undistributed profit as of 31/12/2023	327,857,222,936	
2	Disbursed amounts in 2024	204,372,396,869	
2.1	Development Investment Fund	-	Not appropriated per Resolution No. 308/NĐ-ABIC-ĐHĐCĐ dated 27/06/2024
2.2	Bonus and Welfare Fund	60,970,411,564	Appropriated per Resolution No. 308/NĐ-ABIC-ĐHĐCĐ dated 27/06/2024
2.3	Management Bonus Fund (BOD, SB, Executive Board, CFO)	934,885,305	
2.4	Dividend payment in cash (10%/share)	71,233,550,000	
2.5	Dividend payment in cash (10%/share)	71,233,550,000	Per Resolution No. 683/NQ-ABIC-ĐHĐCĐ dated 30/11/2024
3	Undistributed profit after disbursement (3 = 1 - 2)	123,484,826,067	

4.2. The GMS approved the 2024 realized profit results:

No	Item	Amount (VND)	Notes
a	Profit before tax in 2024	256,144,304,898	
b	Corporate income tax expenses	51,427,157,920	
1	Net profit after tax in 2024 (a - b)	204,717,146,978	

No	Item	Amount (VND)	Notes
2	Statutory reserve appropriation	8,518,724,956	ABIC's statutory reserve as of 31/12/2023: 63,873,025,044 VND; Additional appropriation in 2024: 8,518,724,956 VND; Total as of 31/12/2024: 72,391,750,000 VND
3	Undistributed profit in 2024 after reserve (3 = 1 - 2)	196,198,422,022	
4	Undistributed profit carried forward from previous years	123,484,826,067	
5	Profit Adjustment	27,087,770	Pursuant to Notice No. 0385/TB-KTNN of the State Audit Office of Vietnam dated 06/08/2024, ABIC adjusted the 2023 profit with an increase of VND 35,239,630 based on audit recommendations. In 2024, following the tax authority's recommendation, ABIC reviewed high-risk invoices, resulting in a reduction of the 2023 profit by VND 62,327,400.
6	Total undistributed profit (6) =(3) +(4) – (5)	319,656,160,319	

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4.3. The GMS unanimously approved the plan for allocating the remaining profit:

No	Description	Amount (VND)	Basis for Distribution
1	Total undistributed after-tax profit in 2024	319,656,160,319	
1.1	Undistributed retained earnings from years prior to 2024 carried forward	123,457,738,297	
1.2	Undistributed profit for the year 2024 after allocation to the mandatory reserve fund	196,198,422,022	
2	Proposed distribution	205,556,325,000	
2.1	Development investment fund	-	Company Charter 2023 (maximum 30%)
2.2	Bonus and welfare fund	59,584,825,000	Point a, Clause 1, Article 18, Circular No. 28/2016/TT-BLĐTBXH (maximum 3 months' average salary for employees: VND 19,861,608,333)

No	Description	Amount (VND)	Basis for Distribution
2.3	Management bonus fund (including the Board of Directors, Supervisory Board, General Director, Chief Accountant)	1,188,000,000	Point a, Clause 2, Article 18, Circular No. 28/2016/TT-BLĐTBXH (maximum 1.5 months' average salary for managers: VND 792,000,000)
2.4	Dividend payment at the rate of 20%/share (stock dividend issuance plan attached to the BoD proposal)	144,783,500,000	Total number of outstanding shares: 72,391,750 shares
3	Remaining undistributed profit	114,099,835,319	

Note:

- The remaining undistributed profit will be affected by the charter capital increase through stock dividend issuance due to share rounding and handling of fractional shares..

- Reasons for retaining undistributed profit:

+ To strengthen financial capacity, enhance competitiveness, and improve ABIC's business efficiency.

+ To ensure financial safety for the coming years in case of unexpected risks.

4.4. The General Meeting of Shareholders approved this item with a voting rate of% of the total voting shares of the attending shareholders.

Article 5. Approval of the 2025 Business Plan Targets

5.1. The General Meeting of Shareholders unanimously approved the 2025 business plan targets based on several key indicators as follows:

1/. Insurance business revenue: VND 2,650 billion

2/. Financial investment revenue: VND 140 billion

3/. Return on equity (ROE): minimum 15% per annum; pre-tax profit: minimum VND 315 billion

4/. Dividend: minimum 14% per share.

5.2. The General Meeting of Shareholders approved this item with a voting rate of% of the total voting shares of the attending shareholders.

Article 6. Approval of the 2025 Budget, Salaries, Remuneration, and Other Benefits Plan for the Board of Directors and Supervisory Board

6.1 The 2025 Annual General Meeting of Shareholders unanimously approved the budget, salaries, remuneration, and other benefits plan for the Board of Directors and Supervisory Board for 2025, specifically as follows:

No	Position	Remuneration (VND/month)
1	Board of Directors	Entitled to salary and other benefits as stipulated by the Company
1.1	Full-time Chairman of the Board	14,000,000
1.2	Part-time Chairman of the Board	Entitled to salary and other benefits as stipulated by the Company

No	Position	Remuneration (VND/month)
1.3	Full-time Vice Chairman of the Board	Entitled to salary and other benefits as stipulated by the Company
1.4	Full-time Member of the Board	12,000,000
1.5	Part-time Member of the Board	
2	Supervisory Board	Entitled to salary and other benefits as stipulated by the Company
2.1	Full-time Head of the Supervisory Board	12,000,000
2.2	Part-time Head of the Supervisory Board	Entitled to salary and other benefits as stipulated by the Company
2.3	Full-time Member of the Supervisory Board	5,000,000
2.4	Part-time Member of the Supervisory Board	Entitled to salary and other benefits as stipulated by the Company

For full-time positions: The specific level is authorized by the General Meeting of Shareholders to be decided by the Board of Directors in accordance with Decree No. 44/2025/ND-CP dated February 28, 2025.

- Other operating expenses in 2025: 3% of gross written premium revenue and reinsurance premium revenue.

6.2. The General Meeting approved this matter with a voting rate of% of the total voting shares of the shareholders attending the meeting.

Article 7. Approval of the Report on the 2024 Activities and the 2025 Activity Plan of the Board of Directors

7.1. The General Meeting unanimously approved the Board of Directors' activity report. The General Meeting assessed that the Board of Directors had successfully fulfilled its functions and powers in 2024 in accordance with legal regulations and the Company's Charter. The General Meeting also unanimously agreed with the 2025 activity plan of the Board of Directors.

7.2. The General Meeting approved this matter with a voting rate of% of the total voting shares of the shareholders attending the meeting..

Article 8. Approval of the Report on the Sale of Treasury Shares

8.1. The General Meeting unanimously approved the report on the sale of treasury shares in accordance with the 2024 GMS resolution.

8.2. The General Meeting approved this matter with a voting rate of% of the total voting shares of the shareholders attending the meeting.

Article 9. Approval of the Charter Capital Increase Plan through Stock Dividend Payment for 2024 and Bonus Share Issuance from Owner's Equity of Agribank Insurance Joint Stock Corporation

9.1. The General Meeting of Shareholders unanimously approved the plan to increase charter capital through the issuance of shares to pay dividends for 2024 and the issuance of bonus shares from the owner's equity of Agribank Insurance Joint Stock Corporation..

9.2. The General Meeting of Shareholders approved this item with a voting rate of% of the total voting shares of the attending shareholders

Article 10. Approval of the 2024 Report of the Supervisory Board

10.1. The General Meeting unanimously approved the Supervisory Board's report. The General Meeting agreed that the Supervisory Board carried out its functions and duties in 2024 in accordance with the law and the Company's Charter. The report provided an honest and accurate assessment of the Company's operations and financial results in 2024.

10.2. The General Meeting approved this matter with a voting rate of% of the total voting shares of the shareholders attending the meeting.

Article 11. Approval of the Proposal on Selecting the Independent Auditor for the 2025 Financial Statements

11.1. The General Meeting unanimously approved the proposal of the Supervisory Board on selecting an independent audit firm to audit the 2025 financial statements of the Company. The Board of Directors is authorized to decide on the selection of the independent audit firm in accordance with the requirements of Agribank and the criteria of the Supervisory Board.

11.2. The General Meeting approved this matter with a voting rate of% of the total voting shares of the shareholders attending the meeting.

Article 12. The Resolution of the 2025 Annual General Meeting of Shareholders of Agribank Insurance Joint Stock Corporation shall take effect from 26/6/2025.

The General Meeting assigns the Board of Directors and the Supervisory Board of the Company, within their respective functions, duties, and powers, to organize the implementation and effectively supervise the execution of this Resolution. ↓

Recipients:

- ABIC Shareholders;
- Board of Directors, Supervisory Board;
- Executive Board;
- Human Resource & Administration Department (for disclosure);
- Filing: Legal Department, HRAD, Head Office Administration.

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

Nguyen Tien Hai