

No: 373/TT-ABIC-HĐQT

Hanoi, June 01, 2026

## SUBMISSION

### Regarding approval of the 2025 budget settlement report of the Board of Directors and the Supervisory Board

#### To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; its amending and supplementing legal instruments, and guiding documents for the implementation of the Law on Enterprises;

- Pursuant to the Law on Insurance Business No. 08/2022/QH15 dated June 16, 2022; its amending and supplementing legal instruments, and guiding documents for the implementation of the Law on Insurance Business;

- Pursuant to the Law on Corporate Income Tax No. 67/2025/QH15 dated June 14, 2025;

- Pursuant to Decree No. 320/2025/NĐ-CP dated December 15, 2025, of the Government providing detailed regulations on a number of articles and measures for organizing the guidance of the implementation of the Law on Corporate Income Tax;

- Pursuant to the Charter on the Organization and Operation of Agricultural Bank Insurance Joint Stock Corporation (ABIC) approved by the Annual General Meeting of Shareholders (Annual GMS) on June 15, 2023, and the Appendix amending the Charter pursuant to the Resolution of the Extraordinary General Meeting of Shareholders in 2025;

- Pursuant to Resolution No. 482/NQ-ABIC-ĐHĐCĐ dated June 26, 2025, of the Annual GMS;

- Pursuant to the business performance results and the 2025 financial statements of ABIC, The Board of Directors (BoD) respectfully submits to the 2026 Annual GMS the 2025 budget settlement of the BoD and the Supervisory Board (SB) of the ABIC as follows:

**1. Payment from the salary and job performance remuneration fund of executive members of the BoD, SB, the Board of Management, Chief Accountant, Heads/Deputy Heads and employees of division directly under the BoD:**

#### **1.1. Salary level, remuneration based on job performance and bonus in 2025:**

The Company (ABIC) implemented the payment of salary, remuneration based on job performance, overtime pay, holiday expenditures, and rewards in 2025 for the above titles in accordance with Resolution No. 482/NQ-ĐHĐCĐ dated June 26, 2025.

- For the planned salary and job performance remuneration fund of executive managers: In case the Company completes the production, business and profit plan and the actual profit exceeds the plan, for every 1% of actual profit exceeding the planned profit, the actual average salary of executive managers of the company is calculated



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additionally by a maximum of 2%, but not exceeding 20% compared to the planned average level.

- For the bonus fund of executive managers: In case the actual profit is higher than the plan, the bonus fund of managers of the company shall not exceed a maximum of 1.5 months of the actual average salary of executive managers of the company; for the remaining cases, it shall not exceed a maximum of 01 month of the actual average salary.

- For employees of Divisions under the Board of Directors, salary advancement and settlement will be implemented similarly to the title salary of employees at the Head Office.

### **1.2. Execution of payment:**

In 2025, the Company implemented the payment of salary, remuneration based on job performance, overtime pay, holiday expenditures, and rewards of the Board of Management of the Company for the above titles strictly in accordance with Resolution No. 482/NQ-ĐHĐCĐ dated June 26, 2025.

## **2. Remuneration for non-executive members of the BoD and the SB:**

### **2.1. Remuneration payment level in 2025 approved by the GMS:**

- Chairman of the BoD (non-executive): VND 14,000,000/month
- Member of the BoD (non-executive): VND 12,000,000/month
- Head of the SB (non-executive): VND 12,000,000/month
- Member of the SB (non-executive): VND 5,000,000/month

### **2.2. Implementation of payment:**

ABIC paid remuneration for non-executive members of the BoD and the SB in 2025 as follows:

No.	Title	Remuneration/month (VND)	Number of people	Amount (VND)
1	Non-executive member of the BoD	12,000,000	03	288,000,000
2	Non-executive member of the SB	5,000,000	01	60,000,000
	<b>Total</b>			<b>348,000,000</b>

*(In words: Three hundred and forty-eight million Vietnamese Dong)*

### **Note:**

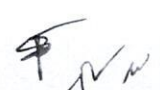
- Mr. Tran Anh Tuan: Non-executive member of the BoD in 2025.
- Mr. Hoang Thanh Tung: Non-executive member of the the BoD (From January 1, 2025 to the end of December 3, 2025).
- Mr. Thi Van Tan: Non-executive member of the BoD (From December 4, 2025).
- Mr. Kieu Gia Quy: Non-executive member of the SB in 2025.

## **3. Other expenses:**

### **3.1. The budget plan approved by the GMS**

Executed in accordance with the approved Resolution of the 2025 Annual GMS, the budget of the BoD and the SB was executed with operational expenses at 0.3% \* (Original insurance premium revenue + Reinsurance premiums received).

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### 3.2. Expenditures implemented in 2025:

The 2025 budget of the the BoD and the SB of the Company is:

**(2,627,022,351,034 + 164,268,535,389) \* 0.3% = VND 8,373,872,659**

*In words: Eight billion, three hundred and seventy-three million, eight hundred and seventy-two thousand, six hundred and fifty-nine Vietnamese Dong.*

In 2025, the BoD organized meetings for directing and deploying the business performance indicators assigned by the GMS, and at the same time went on business trips to support the Company in accessing and working with a number of large clients and meeting and holding dialogues with General Agents.

The SB, the Internal Audit Division, and the Policy and Human Resource Division organized inspections and supported and supervised the business operations of the Company (including the Head Office and branches), implementing the procurement of tools and equipment serving daily work.

The expenses for these activities are VND 3,226,316,781, specifically including the following items:

No.	Content	Amount (VND)
<b>1</b>	<b>Operational expenses of the BoD</b>	<b>1,792,921,937</b>
1.1	Business trip expenses of BoD (Air tickets, room rent, per diem)	981,938,308
1.2	Telephone, business hospitality expenses, and conference organization expenses	751,467,300
1.3	Procurement of tools and equipment	59,516,329
<b>2</b>	<b>Operational expenses of the SB</b>	<b>416,239,542</b>
2.1	Business trip expenses of SB (Air tickets, room rent, per diem)	254,664,770
2.2	Telephone, business hospitality expenses	36,526,563
2.3	Procurement of tools and equipment	125,048,209
<b>3</b>	<b>Operational expenses of the Policy and Human Resource Division</b>	<b>577,462,456</b>
3.1	Business trip expenses (Air tickets, room rent, per diem)	302,599,454
3.2	Telephone, business hospitality expenses	208,727,272
3.3	Procurement of tools and equipment	66,135,730
<b>4</b>	<b>Operational expenses of the Internal Audit Division</b>	<b>439,692,846</b>
4.1	Business trip expenses (Air tickets, room rent, per diem)	162,507,337
4.2	Telephone, business hospitality expenses	260,939,109
4.3	Procurement of tools and equipment	16,246,400
	<b>Total (5=1+2+3+4)</b>	<b>3,226,316,781</b>

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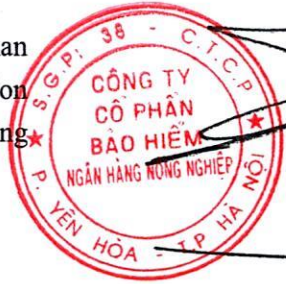
The amount of unused budget is: **8,373,872,659 – 3,226,316,781 = VND 5,147,555,878** (In words: Five billion, one hundred and forty-seven million, five hundred and fifty-five thousand, eight hundred and seventy-eight Vietnamese Dong) not carried forward to the subsequent year, implemented to be reversed into the 2025 business results.

Respectfully submits to the General Meeting of Shareholders for consideration and resolution./.

**Recipients:**

- As above;
- Archived: Policy and Human Resource Division, Administration Office, Finance and Accounting Division.

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



**Nguyen Tien Hai**