

No: 376 /TT-ABIC-HĐQT

Hanoi, June 01 2026

## SUBMISSION

**Regarding approval of the budget, salary, remuneration based on job performance, and other benefits plan of the Board of Directors and the Supervisory Board for 2026**

**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 approved by the Annual General Meeting of Shareholders (Annual GMS) on June 15, 2023, and the Amending Appendix of the Charter according 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 General Meeting of Shareholders (Annual GMS);

- Pursuant to the business performance results and the 2025 Financial Statements of Agricultural Bank Insurance Joint Stock Corporation (ABIC),

The Board of Directors (BoD) respectfully submits to the 2026 Annual GMS for approval the budget, salary, remuneration, and other benefits plan for 2026 of the BoD and the SB of the Company as follows:

**1. Salary level, remuneration based on job performance, and other benefits of the BoD and the SB:**

No.	Title	Remuneration Level (VND/month)
1	Members of the BoD	
1.1	Executive Chairman of the BoD	Entitled to salary and other benefits in accordance with the ABIC's regulations



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No.	Title	Remuneration Level (VND/month)
1.2	Non-executive Chairman of the BoD	15,000,000
1.3	Executive Vice Chairman of the BoD	Entitled to salary and other benefits in accordance with the ABIC's regulations
1.4	Executive Member of the BoD	Entitled to salary and other benefits in accordance with the ABIC's regulations
1.5	Non-executive Member of the BoD	12,000,000
<b>2</b>	<b>Members of the SB</b>	
2.1	Executive Head of the SB	Entitled to salary and other benefits in accordance with the ABIC's regulations
2.2	Non-executive Head of the SB	14,000,000
2.3	Executive Member of the SB	Entitled to salary and other benefits in accordance with the ABIC's regulations
2.4	Non-executive Member of the SB	8,000,000

The specific level for executive titles, the GMS authorizes the BoD to decide.

## 2. Other expenses:

To create the best conditions for the Company (ABIC) to complete the 2026 business plan, and at the same time ensure funding for the BoD, the SB, and the Divisions under the BoD to perform governance work, strengthen supervision work and support business activities, the BoD respectfully submits to the GMS to approve the budget for the BoD and the SB to spend on a number of items such as: Telephone, business hospitality expenses...

Spending level: **0.3%** of original insurance premium revenue and reinsurance premiums received.

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