

Ha Noi, January 27/2026

**REPORT  
On corporate governance 2025**

**To:** - State Securities Commission  
- Hanoi Stock Exchange

- Company name: Agricultural Bank Insurance Joint Stock Corporation (ABIC).  
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Hanoi City, Vietnam  
- Telephone: 024.6299.0055; Fax: 024.6258.0055  
- Email: Baohiemagribank@abic.com.vn  
- Charter Capital: 1,013,476,320,000 VND  
- Securities Code: ABI  
- Corporate Governance Model: General Meeting of Shareholders (GMS), Board of Directors (BoD), Supervisory Board (SB) and General Director  
- Internal audit function: Implemented (Internal audit Division under the BoD was established in November 2023)

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS**

In 2025, ABIC organized one annual GMS on 26/06/2025 and one extraordinary GMS on 04/12/2025. These meetings were conducted in compliance with the Law on Enterprises, ABIC's Charter and corporate governance regulations, legal provisions on corporate governance and information disclosure for public companies.

Prior to organizing the annual GMS and extraordinary GMS, ABIC publicly disclosed information regarding the meeting schedule, announced the closing date for list of shareholders to attend and published meeting documents in accordance with regulations.

The annual GMS and extraordinary GMS were successfully organized: the Minutes and Resolutions of the annual GMS 2025; the Minutes and Resolutions of the extraordinary GMS 2025 were publicly disclosed by ABIC in accordance with regulations.

Information on the meetings and Resolutions/Decisions of the GMS (including Resolutions of the general meeting adopted through written consultation) are shown in the table below:

No.	Resolution	Date	Content
1	482/ NQ-ABIC- ĐHĐCĐ	26/6/2025	Resolutions of the annual General Meeting of Shareholders (GMS) 2025 including: (i) Approved the business performance report for 2024, and the business plan and solution for 2025.



No.	Resolution	Date	Content
			<ul style="list-style-type: none"> <li>(ii) the business results for 2024 and the audited financial statements for 2024.</li> <li>(iii) Approved the budget settlement report 2024 for the BoD and the SB.</li> <li>(iv) Approved the profit distribution report for 2023, the profit utilization and distribution plan for 2024.</li> <li>(v) Approved the business plan targets for 2025.</li> <li>(vi) Approved the budget, salary, remuneration and other benefits plan for the BoD and the SB.</li> <li>(vii) Approved the performance report 2024 and the performance plan 2025 for BoD.</li> <li>(viii) Approved the report on the sale of treasury shares.</li> <li>(ix) Approved the proposal on the plan to increase charter capital by issuing shares to pay dividends for 2024 and issuing shares from equity capital of the ABIC.</li> <li>(x) Approved the registration for listing ABIC's shares (Stock Code: ABI) on the official stock exchange during the period 2026-2030.</li> <li>(xi) Approved the SB's Report for 2024.</li> <li>(xii) Approved the SB's proposal on the selection of an independent auditing firm to audit the ABIC's financial statements for 2025.</li> </ul>
2	1016/ NQ-ABIC- ĐHĐCD	04/12/2025	<p>Resolutions of the extraordinary General Meeting of Shareholders (GMS) 2025:</p> <ul style="list-style-type: none"> <li>(i) Approved the dismissal of Mr. Hoang Thanh Tung from his position as a member of ABIC's BoD for the term 2022-2027.</li> <li>(ii) Approved the election of one additional member to ABIC's BoD for the term 2022-2027.</li> <li>(iii) Approved the dismissal of Mr. Truong Dinh Canh from his position as a member of ABIC's SB for the term 2022-2027.</li> <li>(iv) Approved the by-election for one additional member of the ABIC's SB for the term 2022-2027.</li> <li>(v) Approved the list of eligible candidates for the extraordinary GMS 2025 to elect one additional member of ABIC's BoD and one additional member of ABIC's SB for the term 2022-2027.</li> </ul>



No.	Resolution	Date	Content
			<p>(vi) Approved the amendment to address of ABIC's head office in ABIC's charter 2023.</p> <p>(vii) Results of the by-election for additional members of ABIC's BoD and ABIC's SB:</p> <ul style="list-style-type: none"> <li>- List of elected additional members of ABIC's BoD for the term 2022-2027: Mr. Thi Van Tan;</li> <li>- List of elected additional members of the ABIC's SB for the term 2022-2027: Mr. Nguyen Van Quyet.</li> </ul>

## II. BOARD OF DIRECTORS (Annual Report 2025)

### 1. Information on the members of Board of Directors (BoD)

No.	Member of BoD	Position	Date becoming/Ceasing to be member of BoD	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Tien Hai	Chairman	28/12/2022	-
2	Mr. Le Hong Quan	Member (Full time)	12/10/2015	-
3	Mr. Do Minh Hoang	Member (Full time)	17/6/2022	-
4	Mr. Hoang Thanh Tung	Member	27/6/2024	04/12/2025
5	Mr. Thi Van Tan	Member	04/12/2025	-
6	Mr. Tran Anh Tuan	Member	17/6/2022	

### 2. The meetings of the Board of Directors (BoD): 17 meetings

No.	Member of BoD	Number of meetings attended	Attended rate	Reason for absence
1	Mr. Nguyen Tien Hai	17/17	100%	-
2	Mr. Le Hong Quan	17/17	100%	-
3	Mr. Do Minh Hoang	17/17	100%	-
4	Mr. Hoang Thanh Tung	17/17	100%	Member of BoD until 04/12/2025 according to Resolution No. 1016/NQ-ABIC-ĐHĐCĐ dated 04/12/2025
5	Mr. Thi Van Tan	0/17	-	Member of BoD from 04/12/2025 according to Resolution No. 1016/NQ-ABIC-ĐHĐCĐ dated 04/12/2025
6	Mr. Tran Anh Tuan	17/17	100%	-



**3. Supervision by Board of Directors (BoD) over Board of Management (BoM)**

The Company (ABIC) conducts its BoD supervision of General Director in accordance with legal regulations, specifically as follows:

a) The BoD and Chairman of the BoD are responsible for supervising and directing General Director and other managers in the daily operation of the Company:

- Through exchanges, discussions and questioning between the BoD, the Chairman of the BOD and General Director.

- Through detailed, complete and timely reports from the General Director on progress, difficulties and obstacles, analysis of causes and proposed solutions.

- Through the Internal Audit Division, Policy and Human Resources Division under the BoD.

- Coordinating with the SB in supervising General Director activities.

- All documents issued by the General Director related to personnel, business mechanisms, operational risk management, internal control, etc..., are reported to the members of the BoD.

- Member of BoD proactively conducts inspection and supervision activities within their assigned scope and provide support to company's branches. The results of the BoD members' activities are reported to the BoD at meetings.

b) In year 2025, the BoD organized 17 official meetings and 23 times conducted written consultations with BoD' members, issuing 49 Resolutions and 203 Decisions of the BoD/Chairman to fulfill its role in guiding and directing the organizational structure and operations of the company.

c) To direct the Company to implement the business plan for the first three, six and nine months of year 2025.

d) The General Director directly reports their work results to the Chairman of the BOD at the monthly briefing meeting. The activity results of all Deputy General Directors (BoM) are reported comprehensively to the BoD.

e) To perform other duties within the authority, functions and responsibilities stipulated by law of the BoD.

f) Directives and operational documents from General Director/BoM are weekly compiled and reported to the Chairman of the BoD.

**4. Activities of the subcommittees under Board of Directors (If any): None**

**5. Resolutions/Decisions of the Board of Directors (BoD)**

**5.1. Resolutions of Board of Directors (BoD)**

No	Resolution	Date	Content	Approval rate
1	27 NQ-HĐQT	10/01 2025	Bonus scheme of the 2025 Lunar New Year for ABIC's employees	100%
2	59 NQ-HĐQT	23/01 2025	Factors affecting business operations in 2025 and key tasks for 2025	100%



No	Resolution	Date	Content	Approval rate
3	100 NQ-HĐQT	26/02 2025	Implementing solutions to enhance the cooperation effectiveness between Agribank and ABIC	100%
4	133 NQ-HĐQT	07/03 2025	Approved the absent request for medical leave from Mr. Nguyen Hong Phong, General Director	100%
			Approved the Internal Audit Procedures	100%
			Amended and adjusted the Internal Audit Regulations	100%
			Approved the Regulations on the segregation of owner's equity, insurance premium fund, allocation of assets and capital sources related to the owner's fund and policyholder fund and the allocation of business revenue and expenses	100%
5	134 NQ-HĐQT	07/03 2025	Approved the principle of continuing sale of the ABIC's remaining treasury shares.	100%
6	136 NQ-HĐQT	07/03 2025	Approved the budget for internal emulation and reward Program	100%
7	164 NQ-HĐQT	19/03 2025	Approved risk management Report 2024.	100%
8	192 NQ-HĐQT	27/03 2025	Approved reinsurance Program 2025	100%
			Approved amendment of the draft regulations on the segregation of owner's equity, insurance premium fund, allocation of assets and capital sources related to the owner's fund and policyholder fund and the allocation of business revenue and expenses (133/NQ-HĐQT)	100%
9	232 NQ-HĐQT	11/04 2025	Approved the extension for holding annual GMS 2025	100%
10	233 NQ-HĐQT	11/04 2025	Approved expenses for the social security program in 2025	100%
11	242 NQ-HĐQT	17/04 2025	Approved principle of the establishment of Digital Transformation Project Division	100%
12	260	22/04	Approved promulgation of the risk management Regulations	100%



No	Resolution	Date	Content	Approval rate
	NQ-HĐQT	2025	Approved promulgation of the internal control Regulations	100%
			Approved plan for the development of internal documents in 2025	100%
			Approved provisional allocation of the emulation and commendation Fund to branches in 2025	100%
			Evaluated performance of the BoD' members in 2024	100%
			Evaluated performance of the BoM and the Chief Accountant in 2024	100%
13	261 NQ-HĐQT	22/04 2025	Approved Report on implementation of procurement and repairs of tools, fixed assets and capital construction in 2024	100%
			Approved Plan for procurement and repairs of tools, fixed assets and capital construction in 2025	
			Approved principle of leasing a new office for ABIC Hai Phong	100%
14	262 NQ-HĐQT	22/04 2025	Approved pilot implementation of Directors and Officers liability insurance (D&O), Comprehensive bankers blanket bond and electronic and computer crime insurance (BBB/EEC)	100%
15	275 NQ-HĐQT	28/04 2025	Approved the meeting schedule and the record date for shareholders entitled to attend annual GMS 2025	100%
16	276 NQ-HĐQT	28/04 2025	Approved appropriation from the Welfare Fund for all ABIC employees on the occasion of Victory day (30/04/2025) and International labor day (01/05/2025)	100%
			Approved principle of relocating, leasing a new office and budget for renovation and refurbishment of the new office for Phu Tho Branch	100%
17	320 NQ-HĐQT	13/05 2025	Approved supporting budget for sport activities for all ABIC's employees in 2025	100%
18	338 NQ-HĐQT	21/05 2025	Approved Report on result of profit distribution for 2023 and plan of profit utilization & distribution for 2024, submitted to the annual GMS 2025	100%



No	Resolution	Date	Content	Approval rate
19	386 NQ-HĐQT	02/06 2025	Approved the contents submitted to the annual GMS 2025 including:	
			Approved Report on the evaluation of business performance 2024, the business objectives and solutions 2025	100%
			Approved Report on the business result 2024 and ratification of the audited financial statement 2024	100%
			Approved Report on budget settlement 2024 for BOD and SB	100%
			Approved business plan targets 2025	100%
			Approved budget plan, salary, remuneration and other benefits 2025 for BOD and SB	100%
			Approved draft Report on performance 2024 and plan 2025 for BOD	100%
			Approved Submission on sale results of treasury shares	100%
			Approved Submission on plan to increase charter capital through the issuance of shares from dividend payment for year 2024 and the issuance of shares from owner's equity	100%
			Approved meeting documents and agenda for the annual GMS 2025	100%
20	387 NQ-HĐQT	02/06 2025	Approved principle of the procurement of a car for the sales department in Langson area under ABIC Thanglong Branch	100%
21	459 NQ-HĐQT	23/06 2025	Approved supplemented agenda of annual GMS 2025 including: - Supplement the meeting agenda with approval of the plan to list ABIC shares (Stock code: ABI) on the official exchange during 2026-2030 period; - Approved the draft Proposal to be submitted to the annual GMS 2025 regarding the listing for ABI shares on the official exchange during 2026-2030 period.	100%
22	468 NQ-HĐQT	24/06 2025	Election of Chairperson of the annual GMS 2025	100%



No	Resolution	Date	Content	Approval rate
23	510 NQ-HĐQT	04/7 2025	Approval principle of dismissal for Mr. Nguyen Hong Phong from the position of General Director and simultaneously appointment of Mr. Nguyen Hong Thai as new General Director	100%
24	511 NQ-HĐQT	04/7 2025	Approved budget for renovation and refurbishment of ABIC Haiphong Branch office	100%
25	530 NQ-HĐQT	05/7 2025	Approved update of ABIC's registered business address information due to changes in administrative boundaries.	100%
26	531 NQ-HĐQT	05/7 2025	Regarding personnel matters	100%
			Implementation of Resolution of the annual GMS 2025	100%
27	580 NQ-HĐQT	15/7 2025	Approved independent audit firm to audit ABIC's financial statement report 2025	100%
			Approved principle of recruiting and appointing personnel for the Policy and Human Resources Division	100%
28	593 NQ-HĐQT	18/7 2025	Approved principle of appointing Deputy General Director	100%
			Approved establishment and allocation of the reward and welfare Fund; Allocate the reward Funds and plan use of the general reward Fund and welfare Fund of ABIC.	100%
29	594 NQ-HĐQT	18/7 2025	Approved implementation of plan to increase the charter capital through issuance of shares to pay dividends for 2024 and issuance of shares from equity capital	100%
30	595 NQ-HĐQT	18/7 2025	Approved principle of appointing General Director	100%
31	648 NQ-HĐQT	06/8 2025	Approved principle of appointing Deputy General Director	100%
32	651 NQ-HĐQT	07/8 2025	Approved budget for flood-affected communities in Nghe An and Son La provinces and supplement the social security reserve fund 2025	100%

No	Resolution	Date	Content	Approval rate
33	674 NQ-HĐQT	15/8 2025	Approved budget to upgrade claim handling software for supporting digital signatures and implementing digital transformation of motor vehicle insurance operations	100%
34	700 NQ-HĐQT	26/8 2025	Approved final registration date for the shareholders entitled to receive dividends 2024 in form of shares and to receive shares issued to increase capital from equity	100%
35	714 NQ-HĐQT	28/8 2025	Approved risk management Procedures	100%
			Approved construction investment management Regulations	100%
			Discussion and guidelines on the draft Information Technology Strategy for the 2026–2030 period	100%
			Approved assignment of duty for BoD's members	100%
36	731 NQ-HĐQT	05/9 2025	Approved Information Technology Strategy for the 2026–2030 period	100%
			Approved supplementary budget for the renovation and repair of ABIC's Cantho Branch office.	
37	772 NQ-HĐQT	19/9 2025	Approval of the results of share issuance for 2024 dividend payment and share issuance for capital increase from owner's equity	100%
38	773 NQ-HĐQT	19/9 2025	Approved additional conditions for reinsurance companies for Director's and Operator's Liability (D&O) insurance and Banking Operations and Electronic Computer Fraud (BBB.ECC)	100%
39	778 NQ-HĐQT	24/9 2025	Agreed establishment of Accounting Department at HO under Finance and Accounting Division, based on the CEO's Submission No. 3730/TT-ABIC-TCNS. The establishment date estimates in October 2025	100%
40	832 NQ-HĐQT	07/10 2025	Approved reinsurance program for life credit insurance	100%
41	846 NQ-HĐQT	13/10 2025	Approved plan for organizing an extraordinary GMS 2025	100%
42	860 NQ-HĐQT	14/10 2025	Approved Report on pilot implementation results and proposal for incoming implementation of Cyber risk insurance	100%



No	Resolution	Date	Content	Approval rate
43	906 NQ-HĐQT	31/10 2025	Approved allocation of welfare Fund to support damage recovery from storms and post-storm flooding and to support social welfare activities	100%
44	927 NQ-HĐQT	06/11 2025	Approved the content, agenda and documents to be submitted to the extraordinary GMS 2025	100%
45	957 NQ-HĐQT	13/11 2025	Approved principle of establishing sale department No.3 based on separation of sales dept. No.1 and No. 2 at ABIC's Ben tre Branch and authorize BoD's Chairman to decide the activities of sales dept.	100%
			Approved principle of reappointing Chief Accountant and plan to organize a confidence vote meeting for the reappointment of employee	100%
46	968 NQ-HĐQT	20/11 2025	Approved candidates to be submitted to the Extraordinary GMS for the election of one (01) additional member of the BOD and one (01) additional member of the SB for the 2022 – 2027 term	100%
47	1014 NQ-HĐQT	04/12 2025	Approved Regulations on information disclosure	100%
			Approved Regulations on managing outsource activities directly related to insurance business operation	100%
			Approved financial support for ABIC employees and their families and some Agribank general agents affected by floods in the South Central region	100%
			Approved plan for purchasing equipment and leasing information technology services 2025	100%
			Approved personnel matters	100%
48	1062 NQ-HĐQT	12/12 2025	Approved draft guidelines for implementing the risk management process	100%
			Approved Report on pilot implementation results and proposal for incoming implementation of damaged rice insurance	100%
			Assignment of duties for BoD members	100%
			Approved indicative targets for business plan 2026	100%
49	1143	31/12	Approved draft Code of professional	100%

No	Resolution	Date	Content	Approval rate
	NQ-HĐQT	2025	Approved amendments to Regulations on managing outsource activities directly related to insurance business operation after approved by the BOD in Resolution No. 1014/NQ-HĐQT dated 04/12/2025	100%
			Approved draft Regulations on organization and operation of ABIC Branch	100%
			Approved internal audit plan in 2026	100%
			Approved principle of signing a cooperation Agreement between ABIC and BSS Software Services & Solutions J/S Company	100%
			Approved business plan targets for 2026	100%
			Approved investment portfolio for 2026	100%
			Approved evaluation and adjustment of the structure of Divisions at HO; Adjustment of the direct and indirect labor structure at ABIC Branch.	100%

### 5.2. Decisions of Board of Directors/ Chairman

No.	Decision	Date	Content
1	20/QĐ-HĐQT-TCNS	08/01/2025	Commendation for the unit and its leaders for outstanding overall performance in 2024 - ABIC Nghe An
2	21/QĐ-HĐQT-TCNS	08/01/2025	Commendation for the unit and its leaders for outstanding overall performance in 2024 - ABIC Thang Long
3	22/QĐ-HĐQT-TCNS	08/01/2025	Commendation for the unit and its leaders for outstanding overall performance in 2024 - ABIC Sai Gon
4	23/QĐ-HĐQT-TCNS	08/01/2025	Commendation for the unit and its leaders for achieving revenue target for December, 4 <sup>th</sup> Quarter and surpassing annual plan 2024 - ABIC Hai Phong
5	32/QĐ-HĐQT-TCNS	14/01/2025	Approved recruitment, appointment and assignment of duty to Ms. Nguyen Thi Thanh Thuy at ABIC Lam Dong Branch
6	33/QĐ-HĐQT-TCNS	14/01/2025	Approval of transfer and assignment of Mr. Le Duc Viet to position of Secretary to Chairman of BoD.



No.	Decision	Date	Content
7	34/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024, ABIC Ha Noi
8	35/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024, ABIC Nghe An
9	36/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Thăng Long
10	37/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Hai Phong
11	38/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Binh Dinh
12	39/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Phu Tho
13	40/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Kien Giang
14	41/QĐ-HĐQT-TCNS	14/01/2025	Commendation for the unit winning the Student Insurance Emulation Program 2024 - ABIC Lao Cai
15	42/QĐ-HĐQT-TCNS	14/01/2025	Bonus for branch employees on the occasion of Lunar New Year 2025
16	44/QĐ-HĐQT-TCNS	16/01/2025	Approved assignment of duty to Mr. Ha Van Ty - ABIC Ha Noi
17	51/QĐ-HĐQT-TCNS	17/01/2025	Approved appointment and assignment of duty to Mr. Le Anh Duc as Deputy Director - ABIC Thang Long Branch
18	52/QĐ-HĐQT-TCNS	20/01/2025	Approved dismissal of Mr. Nguyen Huy Hoang from his position at ABIC Thang Long Branch
19	61/QĐ-HĐQT-TCNS	23/01/2025	Approved assignment of duty to Ms. Pham Thi Hanh, UW Division
20	99/QĐ-HĐQT-TCNS	26/02/2025	Approved transfer, assignment and appointment Mr. Ngo Tai Nhan – Director of ABIC Son La Branch to the position as Director of Strategic Planning Division



No.	Decision	Date	Content
21	102/QĐ-HĐQT-TCNS	26/02/2025	Approved transfer and assignment Mr. Vu Minh Viet - Deputy Director of ABIC Phu Tho to the position as Deputy Director of ABIC Sai Gon Branch
22	103/QĐ-HĐQT-TCNS	26/02/2025	Approved reappointment of Mr. Pham Vinh Quang as Deputy Director of Corporate Client Division
23	104/QĐ-HĐQT-TCNS	26/02/2025	Approved reappointment of Ms. Pham Thu Thuy as Manager of Accounting Department – ABIC Thanh Hoa Branch
24	105/QĐ-HĐQT-TCNS	26/02/2025	Approved reappointment of Mr. Tran Van Sang as Deputy Director - ABIC Nghe An Branch
25	106/QĐ-HĐQT-TCNS	26/02/2025	Approved appointment of Ms. Dinh Thi Hoai Thanh as Manager of General Finance Department - ABIC Nghe An Branch
26	107/QĐ-HĐQT-TCNS	26/02/2025	Approved appointment of Mr. Phan Binh Son as Deputy Director - ABIC Kien Giang Branch
27	108/QĐ-HĐQT-TCNS	26/02/2025	Approved appointment of Ms. Nguyen Thi Hoai Tho as Deputy Director - ABIC Dak Lak Branch
28	109/QĐ-HĐQT-TCNS	26/02/2025	Approved appointment of Mr. Vu Hong Son as Director, Claims Handling Division
29	110/QĐ-HĐQT-TCNS	26/02/2025	Approved assignment of the duty to Mr. Phan Binh Son - Deputy Director of ABIC Kien Giang Branch
30	111/QĐ-HĐQT-TCNS	26/02/2025	Approved assignment of the duty to Mr. Ha Truong - Acting Manager of General Finance Department - ABIC Dak Lak Branch
31	112/QĐ-HĐQT-TCNS	26/02/2025	Approved dismissal of assignment to Ms. Nguyen Thi Huynh Anh - ABIC Can Tho Branch
32	116/QĐ-HĐQT-TCNS	28/02/2025	Approved transfer and assignment Mr. Nguyen Dang Dung to the position of Deputy Director - ABIC Son La Branch
33	117/QĐ-HĐQT-TCNS	03/03/2025	Approved establishment of the organizing committee for HO employees' Conference
34	119/QĐ-HĐQT-TCNS	03/03/2025	Approved establishment of Steering Committee for the Implementation of Grassroots Democracy Regulations at ABIC
35	120/QĐ-HĐQT-TCNS	03/03/2025	Approved establishment of Steering Committee for Implementation of Development Strategy for 2021–2025, vision to 2030

No.	Decision	Date	Content
36	126/QĐ-ABIC-KTNB	06/03/2025	Approved establishment of internal audit delegate at ABIC Nghe An Branch
37	128/QĐ-HĐQT-TCNS	06/03/2025	Approved transfer and assignment Mr. Tran Ngoc Hong to the position as Deputy Director - ABIC Lam Dong Branch
38	130/QĐ-HĐQT-TCNS	06/03/2025	Approved transfer and assignment Ms. Nguyen Thi Bich Thu to the position as Deputy Manager of Accounting Management Department - Finance and Accounting Division
39	131/QĐ-HĐQT-TCNS	06/03/2025	Approved assignment of Ms. Vu Thi Hong Xuyen as Manager of General Finance Department - ABIC Lao Cai Branch
40	138/QĐ-ABIC-HĐQT	10/03/2025	Promulgation of the internal audit Procedures
41	143/QĐ-ABIC-HĐQT	10/03/2025	Amendment and adjustment to the internal audit Regulations
42	147/QĐ-HĐQT-TCNS	11/03/2025	Launching the internal emulation and commendation Program 2025
43	151/QĐ-HĐQT-TCNS	11/03/2025	Promulgation of Regulations on duty and authority of Secretary
44	154/QĐ-HĐQT-TCNS	13/03/2025	Establishment of Steering Committee on Innovation, Scientific and Technological Development, and Digital Transformation at ABIC
45	156/QĐ-HĐQT-TCNS	14/03/2025	Approved recruitment, appointment and assignment of duty to Ms. Le Thi Tra My - ABIC Lam Dong Branch
46	170/QĐ-HĐQT-TCNS	21/03/2025	Establishment of Steering Committee for Agricultural Insurance Development and the Agricultural Insurance Project Team at ABIC
47	182/QĐ-ABIC-TCNS	26/03/2025	Establishment of organizing committee for ABIC's employees' Conference
48	185/QĐ-HĐQT-TCNS	26/03/2025	Establishment of Regional Sales Department Dong Nai II under ABIC Sai Gon Branch
49	186/QĐ-HĐQT-TCNS	26/03/2025	Approved assignment of duty to Mr. Vu Minh Viet - Deputy Director of ABIC Sai Gon as Manager of Regional Sales Department Dong Nai II



No.	Decision	Date	Content
50	189/QĐ-HĐQT-TCNS	26/03/2025	Approved establishment of the organizing committee for summary conference of the emulation Program “Confidently Moving Forward - Explore the World with ABIC”
51	199/QĐ-ABIC-HĐQT	31/03/2025	Promulgation of Regulation on separation of owner's equity and insurance premium Funds
52	202/QĐ-HĐQT-TCNS	01/04/2025	Approved establishment of the Subcommittees under the Steering Committee on Innovation, Scientific and Technological Development and Digital Transformation at ABIC
53	212/QĐ-HĐQT-TCNS	04/04/2025	Approved reappointment of Mr. Le Vinh Quy as Director of IT Division
54	215/QĐ-HĐQT-TCNS	04/04/2025	Approved reappointment of Mr. Le Van Dinh as Director of ABIC Nam Dinh Branch
55	216/QĐ-HĐQT-TCNS	04/04/2025	Approved reappointment of Mr. Pham Van Tuyen as Director of ABIC Nghe An Branch
56	229/QĐ-ABIC-KTNB	10/04/2025	Approved establishment of the internal audit delegate at ABIC Hai Phong Branch
57	239/QĐ-HĐQT-TCNS	15/04/2025	Commendation for the unit and its leaders for achieving the business targets for January, February, March and 1 <sup>st</sup> quarter 2025
58	263/QĐ-HĐQT-TCNS	22/04/2025	Approved allocation and utilization of commendation Fund 2025 at ABIC branches
59	269/QĐ-ABIC-HĐQT	26/04/2025	Promulgation of Regulations on risk management
60	288/QĐ-HĐQT-TCNS	29/04/2025	Approved appointment of Ms. Nguyen Thi Hoai Tho to concurrently hold the position as Manager of General Accounting Department - ABIC Dak Lak Branch
61	295/QĐ-HĐQT-TCNS	29/04/2025	Approved establishment of Digital Transformation Project Division at HO, ABIC
62	296/QĐ-ABIC-HĐQT	29/04/2025	Promulgation of the functions and responsibilities of the Digital Transformation Project Division
63	298/QĐ-ABIC-TCNS	05/05/2025	Approved recruitment and assignment of duty Mr. Bui Cong Nam as Director of the Digital Transformation Project Division
64	313/QĐ-ABIC-HĐQT	09/05/2025	Promulgation of the Internal Control Regulations



No.	Decision	Date	Content
65	317/QĐ-HĐQT-TCNS	12/05/2025	Commendation for the unit and its leaders for achieving the revenue target for April 2025
66	319/QĐ-ABIC-KTNB	13/05/2025	Approved establishment of the internal audit delegates at HO
67	334/QĐ-HĐQT-TCNS	20/05/2025	Award of outstanding certificates teams and individuals with outstanding business performance in 2024
68	335/QĐ-HĐQT-TCNS	20/05/2025	Award of outstanding certificates teams and individuals in the Policy & Human Resource Division and Internal Audit Division for achievements in business operations in 2024
69	336/QĐ-HĐQT-TCNS	21/05/2025	Approved reappointment of Mr. Le Dinh Huy as Director of ABIC Ho Chi Minh City Branch
70	337/QĐ-HĐQT-TCNS	21/05/2025	Bonus distribution to teams and individuals with achievements in business performance in 2024
71	339/QĐ-HĐQT-TCNS	21/05/2025	Addition of members to the Steering Committee and Subcommittee
72	346/QĐ-HĐQT-TCNS	22/05/2025	Approved relocation of Regional Sales Office Bac Giang I under ABIC Thang Long Branch
73	350/QĐ-HĐQT-TCNS	23/05/2025	Approved assignment of duty to Mr. Tran Ngoc Hong, Deputy Director of ABIC Lam Dong to concurrently hold the position of Manager of Regional Sales Office Lam Dong II
74	359/QĐ-HĐQT-TCNS	26/05/2025	Approved assignment of duty to Mr. Nguyen Hoang Quoc Tien, Deputy Director of ABIC Thua Thien Hue to concurrently hold the position of Manager of Quang Binh Regional Sales Office
75	373/QĐ-HĐQT-TCNS	29/05/2025	Approved assignment of duty to Mr. Nguyen Quang Minh, Deputy Director of ABIC Hai Phong to concurrently hold the position of Manager of Hai Duong Regional Sales Office
76	378/QĐ-ABIC-HĐQT	30/05/2025	Approved relocation of Regional Sales Office Dak Nong under ABIC Dak Lak Branch
76	379/QĐ-ABIC-HĐQT	30/05/2025	Approved relocation of Regional Sales Office Western Nghe An under ABIC Nghe An Branch
77	407/QĐ-HĐQT-CSNS	03/06/2025	Approved establishment of organizing the Committee for the annual GMS 2025
78	417/QĐ-HĐQT-TCNS	06/06/2025	Commendation for the unit and its leaders for achieving the revenue target for May 2025



No.	Decision	Date	Content
79	448/QĐ-HĐQT-TCNS	19/06/2025	Approved assignment of duty to Ms. Nguyen Thi Huynh Anh, ABIC Can Tho Branch
80	455/QĐ-HĐQT-TCNS	20/06/2025	Approved establishment of organizing the Committee for the mid-year business review conference 2025 and deployment of half-year business plan
81	458/QĐ-HĐQT-TCNS	23/06/2025	Approved establishment of the Compliance monitoring Department under the Compliance and Risk Management Division
82	471/QĐ-HĐQT-TCNS	25/06/2025	Decision on retirement of Mr. Dang Van Lieu, Director of ABIC Dak Lak Branch
83	472/QĐ-HĐQT-TCNS	25/06/2025	Approved transfer and appointment of Mr. Pham Trong Chung, Deputy Director of ABIC Nam Dinh to the position of Manager of Training Department under the HR Division
84	473/QĐ-ABIC-KTNB	25/06/2025	Approved establishment of the internal audit delegate at ABIC Ha Noi Branch
83	508/QĐ-HĐQT-TCNS	03/07/2025	Commendation for units that completed their revenue targets for the first six months of 2025
83	516/QĐ-HĐQT-TCNS	04/07/2025	Approved assignment of duty to ABIC management responsibilities
84	532/QĐ-HĐQT-TCNS	05/07/2025	Handover of General Director position at ABIC
85	532/QĐ-HĐQT-TCNS	07/07/2025	Changing address information of ABIC Ho Chi Minh City Branch and its affiliated Regional Business Department due to changes in administrative boundaries
86	555/QĐ-HĐQT-TCNS	07/07/2025	Approved reappointment Ms. Nguyen Quynh Anh as Chief Administration at HO
87	556/QĐ-HĐQT-TCNS	07/07/2025	Approved reappointment of Ms. Nguyen Thi Thu Dung as Deputy Director of Individual Client Division
88	560/QĐ-HĐQT-TCNS	09/07/2025	Approved dismissal of Ms. Nguyen Thi Huynh Anh, Deputy Director of ABIC Can Tho from position as Manager of the Business Development Department in Hau Giang.
89	565/QĐ-HĐQT-TCNS	10/07/2025	Commendation for the unit and unit leaders for completing the plan of June and 2 <sup>nd</sup> Quarter 2025
90	566/QĐ-HĐQT-TCNS	10/07/2025	Approved reappointment of Mr. Tran Trung Dung as Director of the UW Division.

No.	Decision	Date	Content
91	567/QĐ-HĐQT-TCNS	10/07/2025	Approved assignment of duty to Ms. Tran Thi Hanh Trang, Deputy Manager of the Technical and General Affairs Department as acting manager of ABIC Nam Dinh Technical and General Affairs Department.
92	568/QĐ-HĐQT-TCNS	10/07/2025	Approved reappointment of Ms. Vu Pham Thi Thao Ly as Director of Communications Division.
93	571/QĐ-HĐQT-TCNS	11/07/2025	Approved dismissal of Mr. Nguyen Hong Phong from the position of General Director based on personal request.
94	572/QĐ-HĐQT-TCNS	11/07/2025	Approved termination of the employment contract for Mr. Nguyen Hong Phong
95	584/QĐ-HĐQT-TCNS	16/07/2025	Approved establishment of MocChau Regional Sales Office under ABIC Son La Branch.
96	616/QĐ-HĐQT-TCNS	28/07/2025	Approved assignment of duty to Ms. Nguyen Thi Thu Hang to be in charge of managing Chief Administration, HO
97	620/QĐ-HĐQT-TCNS	29/07/2025	Approved assignment of duty to Mr. Hoang Van Long, Deputy Director to be in charge of managing ABIC DakLak Branch
98	622/QĐ-HĐQT-TCNS	30/07/2025	Approved appointment of Mr. Nguyen Mau Viet, Director of ABIC Hanoi Branch as Deputy General Director, ABIC
99	626/QĐ-HĐQT-TCNS	01/08/2025	Approved appointment of Mr. Nguyen Hong Thai Deputy General Director as General Director, ABIC
100	627/QĐ-HĐQT-TCNS	01/08/2025	Approved assignment of duty to Ms. Nguyen Thi Thanh Tam, Deputy Director to concurrently hold the position of Manager of the Regional Sales Department Hai Duong II of ABIC Hai Phong Branch.
101	628/QĐ-HĐQT-TCNS	01/08/2025	Approved transfer and assignment of duty to Mr. Nguyen Quoc Huy, Director of ABIC Hai Phong Branch to the position as Director of ABIC Hanoi Branch.
102	642/QĐ-HĐQT-TCNS	04/08/2025	Commendation for units and unit leaders who completed the plan of July 2025



No.	Decision	Date	Content
103	650/QĐ-HĐQT-TCNS	06/08/2025	Approved appointment of Mr. Nguyen Van Hoang, Deputy Manager in charge of the General Accounting Department to the position of Manager of the General Accounting Department of ABIC Thua Thien Hue Branch
104	655/QĐ-ABIC-HĐQT	08/08/2025	Approved establishment of internal audit delegate at ABIC Thanh Hoa Branch
105	656/QĐ-HĐQT-TCNS	08/08/2025	Approved reappointment of Mr. Nguyen Hoang Quoc Tien to the position as Deputy Director of ABIC Thua Thien Hue Branch
106	660/QĐ-HĐQT-TCNS	13/08/2025	Approved appointment of Mr. Nguyen Hoang Quoc Tien to concurrently hold the position of Manager of the Business Development Department of Quang Binh - ABIC Thua Thien Hue Branch
107	661/QĐ-HĐQT-TCNS	13/08/2025	Approved appointment of Mr. Nguyen Chien Thang to concurrently hold the position of Manager of the Motor Vehicle Claim Department under the Claim Handling Division
108	666/QĐ-HĐQT-TCNS	13/08/2025	Approved appointment of Mr. Nguyen Quang Minh as Director of ABIC Hai Phong Branch
109	675/QĐ-HĐQT-TCNS	15/08/2025	Approved establishment of the Team for implementing rating activities at ABIC
110	679/QĐ-HĐQT-TCNS	15/08/2025	Approved appointment of Mr. Hoang Van Long as Director of ABIC DakLak Branch
111	680/QĐ-HĐQT-TCNS	18/08/2025	Correction of contents in the decisions changing address information due to changes in administrative boundaries
112	686/QĐ-HĐQT-CSNS	19/08/2025	Approved appointment of Assistant to Chairman of BoD
113	705/QĐ-HĐQT-TCNS	26/08/2025	Approved establishment of Steering Committee to implement the Regulations on the practice of grassroots democracy at ABIC
114	706/QĐ-HĐQT-TCNS	26/08/2025	Approved establishment of Steering Committee to implement the ABIC Development Strategy for period 2021-2025 and develop the Strategy for period 2026-2030
115	707/QĐ-HĐQT-TCNS	26/08/2025	Approved establishment of Steering Committee on Innovation, Science and Technology Development and Digital Transformation at ABIC



No.	Decision	Date	Content
116	708/QĐ-HĐQT-TCNS	26/08/2025	Approved establishment of Subcommittees under the Steering Committee on Innovation, Science and Technology Development and Digital Transformation
117	709/QĐ-HĐQT-TCNS	26/08/2025	Approved establishment of Steering Committee for the Development of Agricultural Insurance at ABIC.
118	711/QĐ-HĐQT-TCNS	27/08/2025	Commendation for all employees on the occasion of National Day, 02/09/2025
119	715/QĐ-ABIC-HĐQT	28/08/2025	Approved assignment of duty for BoD
120	718/QĐ-HĐQT-TCNS	29/08/2025	Approved assignment of duty to Ms. Le Thi Thanh Huyen as Head Finance and Accounting Division
121	733/QĐ-HĐQT-TCNS	05/09/2025	Decision for Mr. Quach Ta Khang's retirement
122	745/QĐ-HĐQT-TCNS	08/09/2025	Commendation for the units and unit leaders who completed the plan of August 2025
123	755/QĐ-HĐQT-TCNS	12/09/2025	Launching 'Innovation Digital Transformation' emulation program
124	784/QĐ-ABIC-HĐQT	23/09/2025	Approved relocation of Regional Business Department in Hoa Binh under ABIC Hanoi Branch
125	793/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment and assignment of duty to Mr. Duong Quoc Huy as Deputy Director of ABIC Ben Tre Branch
126	795/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Ms. Trinh Viet Thu as Deputy Director of ABIC Thang Long Branch
127	796/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Mr. Nguyen Dang Dung as Director of ABIC Son La Branch
128	797/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Mr. Nguyen Khac Hieu as Director of ABIC Kien Giang Branch
129	798/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Ms. Le Thi Thanh Huyen as Director of the Finance and Accounting Division
130	799/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Mr. Le Dinh Huy as Deputy General Director, ABIC



No.	Decision	Date	Content
131	800/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Mr. Le Dinh Huy as Deputy General Director, ABIC and concurrently holding the position of Director of ABIC Ho Chi Minh City Branch
132	801/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Mr. Tran Ngoc Thuan as Deputy Director of ABIC Hai Phong Branch
133	802/QĐ-HĐQT-TCNS	25/09/2025	Approved appointment of Ms. Tran Thuy Hanh as Deputy Director of ABIC Phu Tho Branch
134	803/QĐ-HĐQT-TCNS	25/09/2025	Organizing the committee for business activity overall conference of the first 9 months and implementing business activity plan for the last 3 months of 2025
135	805/QĐ-HĐQT-TCNS	25/09/2025	Approved reappointment of Mr. Nguyen Huy Hoang as Deputy Director of ABIC Thang Long Branch
136	806/QĐ-HĐQT-TCNS	25/09/2025	Approved establishment of the Accounting Department under the Finance and Accounting Division
137	812/QĐ-HĐQT-TCNS	01/10/2025	Approved assignment of duty to Ms. Trinh Viet Thu, Deputy Director of Thang Long Branch to concurrently hold the position of Manager of General Accounting Department
143	815/QĐ-HĐQT-TCNS	01/10/2025	Approved assignment of duty to Mr. Tran Ngoc Thuan, Deputy Director of Hai Phong Branch to concurrently hold the position of Manager of Claims handling Department
144	823/QĐ-HĐQT-TCNS	06/10/2025	Approved establishment of team for reviewing and developing Regulations, Procedures and Rules at ABIC.
145	836/QĐ-HĐQT-TCNS	08/10/2025	Approved assignment of duty to Mr. Truong Viet Loan, Deputy Director of ABIC Ho Chi Minh City Branch to concurrently hold the position of Manager of the Regional Sales Department, Northern Long An
146	842/QĐ-HĐQT-TCNS	08/10/2025	Commendation for units and unit leaders who completed the plan of September 2025
147	847/QĐ-HĐQT-TCNS	13/10/2025	Approved dismissal of Ms. Nguyen Thi Hoai Tho from her concurrent duty as Manager of the General Accounting Department, ABIC Dak Lak Branch

No.	Decision	Date	Content
148	848/QĐ-HĐQT-TCNS	13/10/2025	Approved assignment of duty to Mr. Nguyen Van Huu, Deputy Manager of the General Accounting Department, ABIC Dak Lak to be in charge of the General Accounting Department
149	862/QĐ-HĐQT-TCNS	15/10/2025	Approved assignment of duty to Ms. Nguyen Thi Huynh Anh, Deputy Director of ABIC Can Tho Branch to concurrently hold the position of Manager of the Regional Sales Department, Soc Trang
150	873/QĐ-ABIC-HĐQT	21/10/2025	Issued Regulations on investment and construction management
151	881/QĐ-HĐQT-TCNS	23/10/2025	Approved establishment of Steering Committee to implement the ABIC Development Strategy for period 2021-2025 and develop a strategy for period 2026-2030
152	882/QĐ-HĐQT-TCNS	23/10/2025	Changing and supplementing members of the Steering Committee and Subcommittees under the Steering Committee on innovation, science and technology development and digital transformation
153	898/QĐ-HĐQT-TCNS	29/10/2025	Approved appointment of Mr. Nguyen Ba Thuan, Deputy Director of the Claim Handling Division to concurrently hold the position of Manager of the Maritime Claim Department
154	900/QĐ-ABIC-KTNB	30/10/2025	Approved establishment of the internal audit delegate at HO
155	901/QĐ-HĐQT-CSNS	30/10/2025	Approved organizing the committee for extraordinary General Meeting of Shareholders 2025
156	912/QĐ-HĐQT-TCNS	31/10/2025	Approved reassignment of duty to Mr. Nguyen Van Hiep, Deputy Director of ABIC Ben Tre Branch to the position of Deputy Director of ABIC Lao Cai Branch
157	913/QĐ-HĐQT-TCNS	31/10/2025	Approved reappointment of Mr. Doan Trung Tuyen as Deputy Director of the UW Division
158	915/QĐ-HĐQT-TCNS	31/10/2025	Approved reappointment of Ms. Doan Thi Siem as Deputy Director of ABIC Son La Branch
159	916/QĐ-HĐQT-TCNS	31/10/2025	Approved reappointment of Mr. Tran Anh Thang as Director of ABIC Lao Cai Branch



No.	Decision	Date	Content
160	917/QĐ-HĐQT-TCNS	31/10/2025	Approved assignment of duty to Ms. Tran Hai Yen as the person in charge of the General Accounting Department at ABIC Son La Branch
161	921/QĐ-HĐQT-TCNS	04/11/2025	Commendation for units and unit leaders who completed the revenue plan of October 2025
162	924/QĐ-HĐQT-TCNS	05/11/2025	Decision for Mr. Truong Dinh Canh's retirement
163	946/QĐ-HĐQT-TCNS	10/11/2025	Approved transfer and assignment of duty to Mr. Pham Vinh Quang to the position of Deputy Director of ABIC Nam Dinh Branch
164	956/QĐ-HĐQT-TCNS	13/11/2025	Approved appointment of Mr. Le Quoc Nam as Manager of General Accounting Department of ABIC Kien Giang Branch
165	963/QĐ-HĐQT-TCNS	14/11/2025	Approved assignment of concurrent position of Manager of Claims Assessment Department to Mr. Phan Binh Son, Deputy Director of ABIC Kien Giang Branch
166	971/QĐ-HĐQT-TCNS	20/11/2025	Approved assignment of concurrent position of Manager of Business Department No. 1 to Mr. Nguyen Giang Nam, Deputy Director of ABIC Ho Chi Minh City Branch
167	973/QĐ-HĐQT-TCNS	21/11/2025	Approved establishment of Business Department No. 3 at ABIC Ben Tre Branch
168	974/QĐ-HĐQT-TCNS	21/11/2025	Approved assignment of the concurrent position of Manager of Business Department No. 3 to Mr. Duong Quoc Huy, Deputy Director of ABIC Ben Tre Branch
169	981/QĐ-HĐQT-TCNS	25/11/2025	Approved establishment of the Team to Develop a Comprehensive Rural Financial Insurance Program
170	989/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Mr. Tran Ngoc Tu as Director of ABIC Thua Thien Hue Branch
171	990/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Mr. Hoang Van Chau as Deputy Director of ABIC Nghe An Branch
172	991/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Ms. Bui Thi Thanh Hong as Deputy Director of ABIC Hanoi Branch
173	992/QĐ-HĐQT-TCNS	28/11/2025	Approved appointment of Ms. Cao Hong Huynh Diem Thuy as Manager of General Accounting Department of ABIC Ben Tre Branch



No.	Decision	Date	Content
174	993/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Ms. Tran Thi Ngoc Chi as Manager of General Accounting Department of ABIC Binh Dinh Branch
175	994/QĐ-HĐQT-TCNS	28/11/2025	Approved assignment of duty to Ms. Vu Thi Hong Xuyen to be in charge of managing the operations of the General Accounting Department of ABIC Lao Cai Branch
176	996/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Mr. Nguyen Thanh Hai as Director of ABIC Da Nang Branch
177	998/QĐ-HĐQT-TCNS	28/11/2025	Approved reappointment of Mr. Mai Khanh Tan as Director of ABIC Ben Tre Branch
178	999/QĐ-HĐQT-TCNS	01/12/2025	Approved reappointment of Mr. Pham Minh Tri as Chief Accountant, ABIC
179	1018/QĐ-HĐQT-CSNS	05/12/2025	Approved assignment of duty to Mr Bui Thien My in charge of managing the operation of the Policy and HR Division, under BoD
180	1019/QĐ-HĐQT-CSNS	05/12/2025	Approved appointment of Mr Bui Thien My as Deputy Director of the Policy and HR Division and the person in charge of the ABIC's administration
181	1023/QĐ-HĐQT-TCNS	05/12/2025	Commendation for units and unit leaders who completed the revenue plan of November 2025
182	1027/QĐ-HĐQT-TCNS	05/12/2025	Approved appointment of Ms. Bui Thi Thanh Hong, Deputy Director of ABIC Hanoi to concurrently hold the position of Head of Sales Department No.3
183	1038/QĐ-ABIC-HĐQT	09/12/2025	Issued the Regulations on information disclosure
184	1055/QĐ-HĐQT-TCNS	10/12/2025	Approved appointment of Mr. Le Duc Viet, Assistant to Chairman of BOD as Deputy Director of Strategic Planning Division
185	1056/QĐ-HĐQT-TCNS	10/12/2025	Approved appointment of Mr. Ta Nguyen Vuong as Deputy Director of ABIC Thanh Hoa Branch
186	1065/QĐ-ABIC-HĐQT	12/12/2025	Approved assignment of duty for BoD members
187	1082/QĐ-ABIC-HĐQT	23/12/2025	Extraordinary commendation for ABIC Lam Dong for outstanding achievement of business plan 2025
188	1083/QĐ-HĐQT-TCNS	23/12/2025	Commendation for units and unit leaders for early achieving revenue targets as schedule 2025

No.	Decision	Date	Content
189	1111/QĐ-HĐQT-TCNS	26/12/2025	Approved dismissal of Mr. Le Dinh Huy from the position of Director of ABIC Ho Chi Minh City Branch
190	1112/QĐ-HĐQT-TCNS	26/12/2025	Approved assignment of duty to Mr. Dang Duc Ban to the position of Director of ABIC Ho Chi Minh City Branch
191	1115/QĐ-HĐQT-TCNS	26/12/2025	Approved assignment of duty to Ms. Doan Thi Siem, Deputy Director of ABIC Son La to concurrently hold the position of Manager of Business Management Department
192	1116/QĐ-HĐQT-TCNS	26/12/2025	Approved assignment of duty to Mr. Cao Dinh Dien, Deputy Director of ABIC Saigon, as the person in charge of ABIC Saigon Branch
193	1130/QĐ-HĐQT-CSNS&TCNS	30/12/2025	Issued Regulations on evaluating and ranking task completion levels.
194	1141/QĐ-HĐQT-TCNS	31/12/2025	Establishment the examiner board for "Innovation - Digital Transformation" emulation program
195	1145/QĐ-HĐQT-TCNS	31/12/2025	Approved reappointment of Ms. Nguyen Bich Tram as Deputy Director of ABIC Da Nang Branch
196	1146/QĐ-HĐQT-TCNS	31/12/2025	Approved reappointment of Ms. Le Thi Thu Ha as Deputy Director of the Claim Handling Division
197	1148/QĐ-HĐQT-TCNS	31/12/2025	Approved transfer and appointment of Ms. Trinh Viet Thu as Deputy Chief Administration, HO
198	1150/QĐ-HĐQT-TCNS	31/12/2025	Approved transfer and appointment of Ms. Pham Thu Trang to the position of Manager of the General Accounting Department of ABIC Thang Long Branch
199	1151/QĐ-HĐQT-TCNS	31/12/2025	Approved appointment of Mr. Le Dinh Huy, Deputy General Director to concurrently hold the position of Chief Administration, Head Office
200	1152/QĐ-HĐQT-TCNS	31/12/2025	Approved reappointment of Mr. Ta Dinh Thang as Director of ABIC Lam Dong
201	1154/QĐ-HĐQT-TCNS	31/12/2025	Approved reappointment of Mr. Nguyen Ngoc Khue as Manager of the General Accounting Department of ABIC Khanh Hoa.
202	1155/QĐ-HĐQT-TCNS	31/12/2025	Approved reappointment of Mr Tran Manh Quyet as Director of HR Division



No.	Decision	Date	Content
203	1156/QĐ-ABIC-HĐQT	31/12/2025	Issued Regulations on the management of outsourcing activities directly related to insurance business operations

### III. SUPERVISORY BOARD (SB)

#### 1. Information on the Supervisory Board members

No.	SB member	Position	Date of appointment SB member	Qualifications
1	Mr Truong Dinh Canh	Head of the SB	01/09/2016 <i>(Dismissal date 04/12/2025)</i>	Master of Economics
2	Mr Nguyen Van Quyet	Head of the SB	04/12/2025	Master of Finance, Banking and Insurance
3	Mr Nguyen Ngoc Kien	Member of the SB, full time	01/06/2015	Master of Economics
4	Mr Kieu Gia Quy	Member of the SB	27/06/2024	Master of Economics

#### 1. The meetings of the Supervisory Board (SB)

No.	SB member	No. of meetings attended	Attended rate	Voting rate	Reason for absence
1	Mr Nguyen Van Quyet	1	100%	1/1	Head of the SB effective from 04/12/2025, pursuant to Resolution No. 1016/NQ-ABIC-ĐHĐCD and the meeting minutes of the SB on 04/12/2025
2	Mr Truong Dinh Canh	4	100%	4/4	<b>Dismissal date 04/12/2025</b>
3	Mr Nguyen Ngoc Kien	5	100%	5/5	-
4	Mr Kieu Gia Quy	5	100%	5/5	

#### 3. Supervising the Board of Directors (BoD), Board of Management (BoM) and shareholders by the Supervisory Board (SB)

Based on the 2020 Enterprise Law and the Charter of ABIC (the Company), the SB has carried out the tasks assigned by the GMS, specifically follows:

- Supervising the BoD and the BoM to ensure the implementation of resolutions approved by the GMS and the BoD.
- Participating in interim and final review meetings and monitoring monthly business performance indicators.
- Attending the Company's monthly briefing meetings to oversee the management activities of the BoM and grasp the implementation of the Company's business tasks.
- Attending and supervising all BoD's meetings
- Verifying the reasonableness, legality and accuracy of accounting, statistics and the preparation of financial statements.
- Monitoring the activities of divisions/branches through the inspection records of the internal audit Delegate.
- Establishing inspection delegates to monitor the HO and branches when necessary.
- Conducting reviews, controls and appraisals of financial statements.
- Supervising the Company's business activities in 2025 through business performance reports from the Company and its branches.
- Monitoring and submitting financial report appraisals and business performance reports to the Annual GMS 2025.
- Carrying out other tasks as per the authority, functions, and duties prescribed by the law.

**4. The coordination among the Supervisory Board (SB), the Board of Directors (BoD), Board of Management (BoM) and other managers:**

The SB has closely collaborated and coordinated with the BoM, the Internal Audit Division, the Policy & Human Resources Division, Divisions at HO and Branches to conduct inspection and supervision of the Company's business activities. The inspection content is closely aligned with the Company's business operations and the management and administration of its divisions.

**5. Other activities of Supervisory Board (SB) and Audit Committee (if any): None**

**IV. BOARD OF MANAGEMENT (BOM) 2025**

No.	BoM members	Date of birth	Qualification	Date of appointment / dismissal BoM members
1	Mr Nguyen Hong Thai <i>General Director</i>	29/11/1980	Master of Finance, Banking, Insurance	- Appointment of General Director on 01/08/2025 - Appointment of Deputy General Director on 01/06/2021
2	Mr Nguyen Hong Phong <i>General Director (effective until 10/7/2025)</i>	06/06/1972	Master of Business Administration	Appointment of General Director on 14/7/2023 <b>(Dismissal on 11/7/2025)</b>



No.	BoM members	Date of birth	Qualification	Date of appointment / dismissal BoM members
3	Mr Nguyen Duc Tuan <i>Deputy General Director</i>	26/06/1974	Master of Finance, Banking, Insurance	Appointment of Deputy General Director on 20/10/2023
4	Mr Dau Ngoc Linh <i>Deputy General Director</i>	03/01/1981	Master of Economic Management	Appointment of Deputy General Director on 20/11/2023
5	Mr Nguyen Mau Viet <i>Deputy General Director</i>	28/12/1985	Bachelor of Economics and Insurance	Appointment of Deputy General Director on 15/8/2025
6	Mr Le Dinh Huy <i>Deputy General Director</i>	22/11/1987	Master of Management	Appointment of Deputy General Director on 01/10/2025
7	Ông Quách Tá Khang <i>Deputy General Director (effective until 30/9/2025)</i>	06/06/1964	Engineer in River Transport Economics	Appointment date of Deputy General Director on 19/07/2011 <i>(Dismissal on 01/10/2025)</i>

#### V. Chief Account

Full name	Date of birth	Qualification	Date of appointment
Mr Pham Minh Tri	19/07/1974	Master of Economics	- Appointment on 04/12/2020 - Reappointed on 04/12/2025, pursuant to Decision No. 999/QĐ-HĐQT-TCNS dated 01/12/2025

#### VI. Training courses on corporate governance

In 2025, the corporate governance training continued to be a top priority for ABIC. Throughout the year, the Company successfully organized 05 training programs including:

- 01 training course on corporate governance knowledge and corporate culture for 126 managers, including Directors/Deputy Directors and Department Heads from HO and branches. This course was conducted by experts from the Vietnam Management Map Joint Stock Company (The MAP).

- 01 AI program for breakthrough performance tailored for senior leadership and management, including the BoD, SB, BoM and Directors of HO and branches. The program consisted of 35 participants and was delivered by experts from the FSB Institute of Management and Technology.

- 01 Dialogue program for Agribank's Senior Leadership Planning (Phase II), with the participation of 01 ABIC leader (Chairman of the BoD).

- 01 Strategic Management training course for ABIC's department-level leadership, with 01 participant (as part of Agribank's training framework).



- 01 Intensive ESG training course for ABIC's senior executives with 03 participants including the BoM, Deputy Director of UW Division, the Secretary to the BoM (as part of Agribank's training framework).

These training programs closely aligned with practical requirements, significantly enhancing the management skills of ABIC's leadership at all levels.

## **VII. THE LIST OF AFILIATED PERSONS OF THE PUBLIC COMPANY AND THEIR TRANSACTIONS OF THE COMPANY (ABIC) AS AT 31.12.2025**

### *1. The list of affiliated persons of the Company (at 31/12/2025)*

No	Name of Organization/ Individual	Securities trading account	Position at the Company	Head Office and contact address	Relationship with the Company
1	Vietnam Bank for Agriculture and Rural Development (Agribank)			2 Lang Ha Street, Giang Vo ward, Hanoi	Parent Bank
2	Financial Leasing Company I, Vietnam Bank for Agriculture and Rural Development (ALCI)			4 Pham Ngoc Thach Street, Kim Liên Ward, Hanoi	The company is under the same control of Agribank
3	One-member Limited Liability Company Agribank Services Vietnam			10 Chua Boc, Quang Trung Ward, Hanoi	The company is under the same control of Agribank
4	Agribank Debt Management and Asset Exploitation One Member Limited Liability Company (AMC)			8th and 9th Floors, Agribank Building, 135 Lac Long Quan, Hanoi	The company is under the same control of Agribank
5	Agribank Securities Joint Stock Company (Agriseco)			5th Floor, Green Diamond Building, 93 Lang Ha, Giang Vo Ward, Hanoi	The company is under the same control of Agribank
6	Mr. Nguyen Tien Hai	033A1111 11	Chairman of the BoD, Legal Representative	29T1 Hoang Dao Thuy Building, Yen Hoa Ward, Hanoi	Internal persons
7	Mr. Thi Van Tan		Member of the BoD	2 Lang Ha Street, Giang Vo Ward, Hanoi	Internal persons
8	Mr. Le Hong Quan		Member of the BoD	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons



No	Name of Organization/ Individual	Securities trading account	Position at the Company	Head Office and contact address	Relationship with the Company
9	Mr. Do Minh Hoang	008C1166 77	Member of the BoD, Authorized Information Disclosure Representative	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
10	Mr. Tran Anh Tuan	VCBS 009C0076 23	Member of the BoD	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
11	Mr. Nguyen Hong Thai		General Director	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
12	Mr. Nguyen Duc Tuan		Deputy General Director	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
13	Mr. Dau Ngoc Linh		Deputy General Director	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
14	Mr. Nguyen Mau Viet	008C0055 43	Deputy General Director	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
15	Mr. Mr. Le Dinh Huy	00010832 57	Deputy General Director	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
16	Mr. Pham Minh Tri	008C1160 88	Chief Accountant	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
17	Mr. Nguyen Van Quyet		Head of the SB	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
18	Mr. Nguyen Ngoc Kien	008C1071 49	Member of the SB Full-time	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
19	Mr. Kieu Gia Quy		Member of the SB	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
20	Mr Bui Thien My	008C1188 98	Deputy Director of the Policy and HR Division and in charge of	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons



No	Name of Organization/ Individual	Securities trading account	Position at the Company	Head Office and contact address	Relationship with the Company
			the ABIC's administration		
21	Mr. Nguyen Sinh Phuong	101778	Head of Internal Audit Division	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
22	Mr. Phung Van Lu		Deputy Head of Internal Audit Division	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
23	Ms. Le Thi Thanh Huyen		Internal Audit Member	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons
24	Mr. Giap Trung Nghia		Internal Audit Member	29T1 Hoang Dao Thuy, Yen Hoa Ward, Hanoi	Internal persons

***2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons***

**2.1. Balances (Receivables/Payables)**

*Unit: VND*

Vietnam Bank for Agriculture and Rural Development (Parent bank)	31/12/2025	01/01/2025
- Current Deposits	98,990,919,438	121,303,313,440
- Short-term Deposits	3,581,789,406,800	3,183,247,291,700
- Long-term Deposits	-	-
- Compulsory Insurance Deposits	8,000,000,000	8,000,000,000
- Interest Receivable on Deposits	71,900,492,373	60,705,951,078
- Capital Contribution	527,854,000,000	377,038,580,000
- Commission Payables for Original Insurance	46,134,630,447	34,742,571,984
- Payables for Agent Support & Bonuses	14,966,031,635	10,724,732,521
- Receivables from Original Insurance Premium	5,060,853,195	12,948,033,242



<b>One-member LLC Agribank Services Vietnam (subsidiary of Parent bank)</b>	<b>31/12/2025</b>	<b>01/01/2025</b>
- Receivables from Original Insurance Premium	243,344,130	152,652,775

**2.2. Transactions with Vietnam Bank for Agriculture and Rural Development (Parent bank) as per the following table:**

*Unit: VND*

<b>Transaction Details</b>	<b>2025</b>	<b>2024</b>
Original Insurance Premium	446,969,213,395	231,505,154,694
Commission for Original Insurance	588,464,529,757	301,365,665,067
Agent Support and Bonuses	189,092,175,784	96,505,390,234
Deposit Interest	153,155,426,624	149,638,259,766
Dividend payout		75,407,716,000

**2.3. Transactions with One-member LLC Agribank Services Vietnam**

*Unit: VND*

<b>Transaction Details</b>	<b>2025</b>	<b>2024</b>
Original Insurance Premium	4,659,559,693	8,485,671,620
Expenses for buying		6,600,000,000

**2.4 Salaries and remuneration of the BoD, SB and BoM**

*Unit: VND*

<b>Position</b>	<b>2025 (as at 31.12.2025)</b>	<b>2024</b>
<b>BoD</b>		
Nguyen Tien Hai	Chairman 1,027,186,331	784,999,000
Le Hong Quan	Member 977,612,267	761,425,000
Do Minh Hoang	Member 978,119,620	752,050,000
Tran Anh Tuan	Member 144,000,000	144,000,000
Thi Van Tan	Member (From 04/12/2025) 10,434,783	
Hoang Thanh Tung	Member (From 27/06/2024 - 03/12/2025) 133,565,217	73,200,000
<b>SB</b>		
Nguyen Van Quyet	Head (From 04/12/2025) 61,463,768	-
Truong Dinh Canh	Head (From 01/09/2016 - 03/12/2025) 949,612,267	770,800,000
Nguyen Ngoc Kien	Member 710,660,000	745,020,000
Kieu Gia Quy	Member (From 27/06/2024) 60,000,000	30,500,000
<b>BoM</b>		

*OF*

Position	2025 (as at 31.12.2025)	2024	
Nguyen Hong Thai	General Director (From 01/08/2025- 31/12/2025) Acting Deputy General Director (From 04/07/2025- 31/07/2025) Deputy General Director (From 01/06/2021- 03/07/2025)	988,310,925	770,800,000
Nguyen Hong Phong	General Director (From 14/07/2023- 10/07/2025)	635,952,633	794,351,317
Nguyen Duc Tuan	Deputy General Director	978,119,620	669,581,818
Đau Ngoc Linh	Deputy General Director	977,709,287	649,154,546
Nguyen Mau Viet	Deputy General Director (From 15/08/2025)	207,833,333	-
Le Dinh Huy	Deputy General Director (From 01/10/2025)	119,000,000	-
Quach Ta Khang	Deputy General Director (From 19/07/2011- 30/09/2025)	837,612,267	770,800,000

**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:** None

**4. Transactions between the Company and other objects**

4.1. Transactions between the companies that members of BoD, SB, BoM, General Director and other Managers have been the founding members or members of BoD or General Director in three (03) latest years (calculated at the time of reporting): *None*

4.2. Transactions between the companies that its affiliated persons with members of BoD, SB, General Director and other Managers as a member of BoD, General Director: *None*

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of BoD, SB, General Director and other managers: *None*

**VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**

**1. The list of internal persons and their affiliated persons (as at 31/12/2025)**



No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
1	<b>Mr. Nguyen Tien Hai</b>	Chairman of the BoD, Legal Representative	<b>29T1 Hoang Dao Thuy, Yen Hoa, Hanoi</b>	<b>01-06-2019</b>	<b>162,415</b>	<b>0.16%</b>
1.01	Vu Thuy Hanh	Wife	As above	01-06-2019	1,439,221	1.42%
1.02	Vu Hoang Oanh	Mother	As above	01-06-2019	0	0%
1.03	Nguyen Vu Hai Linh	Daughter	As above	01-06-2019	0	0%
1.04	Nguyen Tien Huy	Son	As above	01-06-2019	0	0%
1.05	Nguyen Vu Tuong Anh	Daughter	As above	01-06-2019	0	0%
1.06	Nguyen Thi Thu Hang	Sister	As above	01-06-2019	0	0%
1.07	Nguyen Xuan Cuong	Brother-in-law	As above	01-06-2019	0	0%
2	<b>Mr Le Hong Quan</b>	Member of the BoD	As above	<b>12-10-2015</b>	<b>0</b>	<b>0%</b>
2.01	Nguyen Thi Kim Anh	Wife	As above	12-10-2015	0	0%
2.02	Le Nguyen Thanh Long	Son	As above	12-10-2015	0	0%
2.03	Le Mai Ly	Daughter	As above	12-10-2015	0	0%
2.04	Le Thi Mai	Sister	As above	12-10-2015	0	0%
2.05	Le Thi Bien	Sister	As above	12-10-2015	0	0%
2.06	Phan Huy Hoang	Brother-in-law	As above	12-10-2015	0	0%
2.07	Le Thi Hoa	Sister	As above	12-10-2015	0	0%
2.08	Le Thi Lien	Sister	As above	12-10-2015	0	0%
2.09	Le Thi Xuan	Sister	As above	12-10-2015	0	0%
2.10	Le Nhat Tan	Brother-in-law	As above	12-10-2015	0	0%
2.11	Nguyen Thi Nhun	Mother-in-law	As above	12-10-2015	0	0%
3	<b>Mr. Do Minh Hoang</b>	<b>Full time member of the BoD, Authorized Information Disclosure Representative</b>	As above	<b>18-05-2010</b>	<b>13,533</b>	<b>0.01%</b>
3.01	Ha Thi Mai Lan	Wife	As above	18-05-2010	70,249	0.07%
3.02	Do Mai Trang	Daughter	As above	18-05-2010	0	0%
3.03	Do Doan Khoi Nguyen	Son	As above	18-05-2010	0	0%
3.04	Do Le Quyen	Sister	As above	18-05-2010	0	0%



No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
3.05	Do Chi Thanh	Brother	As above	18-05-2010	0	0%
3.06	Nguyen Thi Dinh	Sister-in-law	As above	18-05-2010	0	0%
3.07	Do Tran Au	Brother	As above	18-05-2010	0	0%
3.08	Nguyen Thi Luu	Sister-in-law	As above	18-05-2010	0	0%
3.09	Do Thi Uyen	Sister	As above	18-05-2010	0	0%
3.10	Do Ngoc Khanh	Sister	As above	18-05-2010	0	0%
3.11	Huynh Van Kiem	Brother-in-law	As above	18-05-2010	0	0%
3.12	Do Doan Phi	Brother	As above	18-05-2010	0	0%
3.13	Nguyen Thi Thanh Tam	Sister-in-law	As above	18-05-2010	0	0%
3.14	Do Ngoc Minh	Sister	As above	18-05-2010	0	0%
3.15	Pham Van Khoi	Brother-in-law	As above	18-05-2010	0	0%
3.16	Do Diep Thu	Sister	As above	18-05-2010	0	0%
3.17	Ngo Van Lap	Brother-in-law	As above	18-05-2010	0	0%
3.18	Ha Ngoc Son	Father-in-law	As above	18-05-2010	0	0%
3.19	Nguyen Thi Mai	Mother-in-law	As above	18-05-2010	0	0%
3.20	Bui Hanh Ngoc	Sister-in-law	As above	18-05-2010	0	0%
4	Thi Van Tan	Member, BoD	2 Lang Ha, Giang Vo, Hanoi	04-12-2025	0	0%
4.01	Doan Thi Xuan	Mother	As above	04-12-2025	0	0%
4.02	Do Thi Nga	Wife	As above	04-12-2025	0	0%
4.03	Thi Van Duy	Son	As above	04-12-2025	0	0%
4.04	Thi Do Phuong Thuy	Daughter	As above	04-12-2025	0	0%
4.05	Thi Van Dai	Brother	As above	04-12-2025	0	0%
4.06	Nguyen Thi Dung	Sister in law	As above	04-12-2025	0	0%
4.07	Thi Thi Binh	Sister	As above	04-12-2025	0	0%
4.08	Do Trong Cong	Father in law	As above	04-12-2025	0	0%
4.09	Nguyen Thi Sau	Mother in law	As above	04-12-2025	0	0%
5	Mr. Tran Anh Tuan	Member of the BoD	5th Floor, No. 141 Le Duan, Hoan Kiem, Hanoi, Vietnam	17-06-2022	0	0%
5.01	Nguyen Nguyet Hong	Wife	As above	17-06-2022	0	0%
5.02	Tran Tien Dung	Father	As above	17-06-2022	0	0%
5.03	Pham Thi Thanh	Mother-in-law	As above	17-06-2022	0	0%
5.04	Tran Gia Huy	Son	As above	17-06-2022	0	0%
5.05	Tran Minh Son	Son	As above	17-06-2022	0	0%
5.06	Tran Tuan Minh	Brother	As above	17-06-2022	0	0%



No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
5.07	Nguyen Viet Dung	Brother-in-law	As above	17-06-2022	0	0%
5.08	Vietnam National Reinsurance Corporation (VinaRe)	Mr. Tran Anh Tuan is the Director of the Special Operations Department of VinaRe	141 Le Duan, Hoan Kiem, Hanoi	18-10-2006	6,187,299	8.55%
6	<b>Mr. Nguyen Hong Thai</b>	<b>General Director</b>	<b>29T1 Hoang Dao Thuy, Yen Hoa, Hanoi</b>	<b>01-06-2021</b>	<b>134</b>	<b>0,00%</b>
6.01	Le Hong Tham	Wife	As above	01-06-2021	0	0%
6.02	Nguyen Thuy Duong	Daughter	As above	01-06-2021	0	0%
6.03	Nguyen Hong Anh	Son	As above	01-06-2021	0	0%
6.04	Nguyen Thi Thanh	Mother	As above	01-06-2021	0	0%
6.05	Nguyen Hong Son	Brother	As above	01-06-2021	0	0%
6.06	Ha Thi Cam Yen	Sister-in-law	As above	01-06-2021	0	0%
6.07	Le Xuan Tien	Father-in-law	As above	01-06-2021	0	0%
6.08	Duong Thi Loan	Mother-in-law	As above	01-06-2021	0	0%
7	<b>Mr. Nguyen Duc Tuan</b>	<b>Deputy General Director</b>	<b>As above</b>	<b>20-10-2023</b>	<b>11,872</b>	<b>0.01%</b>
7.01	Nguyen Duc Minh	Father	As above	20-10-2023	0	0%
7.02	Luu Thi Lu	Mother	As above	20-10-2023	0	0%
7.03	Le Hong Thuan	Father-in-law	As above	20-10-2023	0	0%
7.04	Cao Thi Hong	Mother-in-law	As above	20-10-2023	0	0%
7.05	Le Thi Hong Hanh	Wife	As above	20-10-2023	165,500	0.16%
7.06	Nguyen Minh Uyen	Daughter	As above	20-10-2023	0	0%
7.07	Nguyen Duc Quan	Son	As above	20-10-2023	0	0%
7.08	Lai Thi Hong	Sister-in-law	As above	20-10-2023	0	0%
7.09	Nguyen Thi Anh Tuyet	Sister	As above	20-10-2023	0	0%
7.10	Nguyen Van Thanh	Brother-in-law	As above	20-10-2023	0	0%
7.11	Nguyen Duc Toan	Brother	As above	20-10-2023	0	0%
7.12	Nguyen Anh Thuy	Sister	As above	20-10-2023	0	0%
7.13	Doan Tuan Anh	Brother-in-law	As above	20-10-2023	0	0%
7.14	Nguyen Duc Thang	Brother	As above	20-10-2023	19,248	0.01%

No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period
7.15	Nguyen Thi Mai	Sister in law	As above	20-10-2023	11,900	0%
8	<b>Mr. Dau Ngoc Linh</b>	<b>Deputy CEO</b>	<b>As above</b>	<b>20-11-2023</b>	<b>0</b>	<b>0%</b>
8.01	Dau Xuan Tuong	Father	As above	20-11-2023	0	0%
8.02	Nguyen Van Khoai	Father-in-law	As above	20-11-2023	0	0%
8.03	Nguyen Thi Sam	Mother-in-law	As above	20-11-2023	0	0%
8.04	Nguyen Thi Mo	Wife	As above	20-11-2023	0	0%
8.05	Dau Xuan Hoat	Brother	As above	20-11-2023	0	0%
8.06	Dau Quoc Hoan	Brother	As above	20-11-2023	0	0%
8.07	Tran Thi Minh Anh	Sister-in-law	As above	20-11-2023	0	0%
8.08	Tran Thi Hai Duong	Sister-in-law	As above	20-11-2023	0	0%
8.09	Dau Nguyen Ngoc Anh	Daughter	As above	20-11-2023	0	0%
8.10	Dau Nguyen Quoc Binh	Son	As above	20-11-2023	0	0%
8.11	Dau Nguyen Quoc Chinh	Son	As above	20-11-2023	0	0%
9	<b>Nguyen Mau Viet</b>	<b>Deputy General Director</b>	<b>29 T1 Hoang Dao Thuy, Yen hoa, Hanoi</b>	<b>15-08-2025</b>	<b>80,157</b>	<b>0.08%</b>
9.01	Nguyen Mau Cham	Father	As above	15-08-2025	0	0%
9.02	Lam Thi Mai	Mother	As above	15-08-2025	0	0%
9.03	Nguyen Thi Thuy Hang	Wife	As above	15-08-2025	162,554	0.16%
9.04	Nguyen Gia Han	Daughter	As above	15-08-2025	0	0%
9.05	Nguyen Thai Lai	Father in law	As above	15-08-2025	0	0%
9.06	Nguyen Thi Hien	Mother in law	As above	15-08-2025	0	0%
9.07	Nguyen Mau Nam	Brother	As above	15-08-2025	50,960	0.05%
9.08	Nguyen Ngoc Quynh Tram	Sister in law	As above	15-08-2025	0	0%
10	<b>Le Dinh Huy</b>	<b>Deputy General Director</b>	<b>29 T1 Hoang Dao Thuy, Yen Hoa, Hanoi</b>	<b>01-10-2025</b>	<b>34,129</b>	<b>0.03%</b>
10.01	Le Son Ha	Father	As above	01-10-2025	0	0%
10.02	Nguyen Thi Tuyet Tam	Mother	As above	01-10-2025	0	0%
10.03	Nguyen Tra My	Wife	As above	01-10-2025	0	0%
10.04	Le Tran Gia Han	Daughter	As above	01-10-2025	0	0%
10.05	Le Tran Chi Minh	Daughter	As above	01-10-2025	0	0%
10.06	Le Tien Lam	Brother	As above	01-10-2025	0	0%
10.07	Vu Minh Phuong	Sister in law	As above	01-10-2025	0	0%

No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
10.08	Nguyen Sinh Son	Father in law	As above	01-10-2025	0	0%
10.09	Pham Thi Thang	Mother in law	As above	01-10-2025	0	0%
11	<b>Mr. Pham Minh Tri</b>	<b>Chief Accountant</b>	<b>As above</b>	<b>04-12-2020</b>	0	0%
11.01	Le Thi Thao	Mother	As above	04-12-2020	0	0%
11.02	Pham Trong Hieu	Brother	As above	04-12-2020	0	0%
11.03	Le Quynh Tram	Sister-in-law	As above	04-12-2020	0	0%
11.04	Nguyen Tien Nhung	Father-in-law	As above	04-12-2020	0	0%
11.05	Tran Thi Nga	Mother-in-law	As above	04-12-2020	0	0%
11.06	Nguyen Thi Le Hang	Wife	As above	04-12-2020	0	0%
11.07	Pham Minh Quan	Son	As above	04-12-2020	0	0%
11.08	Pham Quynh Anh	Daughter	As above	04-12-2020	0	0%
12	<b>Nguyen Van Quyet</b>	<b>Head of SB</b>	<b>29 T1 Hoang Dao Thuy, Yen hoa, Hanoi</b>	<b>01-08-2020</b>	0	0%
12.01	Pham Thi Doan Trang	Wife	As above	01-08-2020	0	0%
12.02	Nguyen Ha Linh	Daughter	As above	01-08-2020	0	0%
12.03	Nguyen Gia Hung	Son	As above	01-08-2020	0	0%
12.04	Nguyen Gia Vinh	Son	As above	01-08-2020	0	0%
12.05	Ha Thi Tan	Mother	As above	01-08-2020	0	0%
12.06	Nguyen Thi Thu Huong	Sister	As above	01-08-2020	0	0%
12.07	Duong Quang Tuan	Brother in law	As above	01-08-2020	0	0%
12.08	Nguyen Thi Thu Hien	Sister	As above	01-08-2020	0	0%
12.09	Duong Quoc Hoan	Brother in law	As above	01-08-2020	0	0%
12.10	Nguyen Thi Hoi	Mother in law	As above	01-08-2020	0	0%
13	<b>Mr. Nguyen Ngoc Kien</b>	<b>Member of the SB</b>	<b>As above</b>	<b>01-06-2015</b>	<b>1,352</b>	<b>0,00%</b>
13.01	Nguyen Quoc Cuong	Father	As above	01-06-2015	0	0%
13.02	Nguyen Thi Lan	Wife	As above	01-06-2015	0	0%
13.03	Nguyen Ngoc Huyen	Daughter	As above	01-06-2015	0	0%
13.04	Nguyen Phuong Thao	Daughter	As above	01-06-2015	0	0%
13.05	Nguyen Ngoc Gia Khoa	Son	As above	01-06-2015	0	0%
13.06	Nguyen Thi Anh	Sister	As above	01-06-2015	16,241	0,02%
13.07	Nghiem Quang Hung	Brother-in-law	As above	01-06-2015	0	0%



No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period
13.08	Nguyen Ngoc Hai	Brother	As above	01-06-2015	0	0%
13.09	Le Thi Luong	Sister-in-law	As above	01-06-2015	0	0%
13.10	Nguyen Thi Ngoc Anh	Sister	As above	01-06-2015	0	0%
13.11	Le Quang Hau	Brother-in-law	As above	01-06-2015	0	0%
13.12	Nguyen Ngoc Xuan	Brother	As above	01-06-2015	0	0%
13.13	Nguyen Thi Nhiem	Sister-in-law	As above	01-06-2015	0	0%
13.14	Nguyen Ngoc Sang	Brother	As above	01-06-2015	0	0%
13.15	Ho Thi Bich Thuy	Sister-in-law	As above	01-06-2015	0	0%
13.16	Nguyen Thi Ut	Sister	As above	01-06-2015	0	0%
13.17	Le Thanh Giang	Brother-in-law	As above	01-06-2015	0	0%
14	Mr. Kieu Gia Quy	Member of the SB	18 Tran Huu Duc, My Dinh, Hanoi	27-06-2024	0	0%
14.01	Kieu Trong Tuyen	Father	As above	27-06-2024	0	0%
14.02	To Thi Phuc	Mother	As above	27-06-2024	0	0%
14.03	Kieu Dinh Tho	Brother	As above	27-06-2024	0	0%
14.04	Kieu Minh Tien	Brother	As above	27-06-2024	0	0%
14.05	Pham Thi Thu Thao	Wife	As above	27-06-2024	0	0%
14.06	Kieu Minh Khoi	Son	As above	27-06-2024	0	0%
14.07	Kieu Thanh Tu	Son	As above	27-06-2024	0	0%
14.08	Kieu Diep Chi	Daughter	As above	27-06-2024	0	0%
14.09	Kieu Khanh Chi	Daughter	As above	27-06-2024	0	0%
14.10	Kieu Huu Thach	Son	As above	27-06-2024	0	0%
14.11	Pham Van Le	Father-in-law	As above	27-06-2024	0	0%
14.12	Pham Thi Xuan	Mother-in-law	As above	27-06-2024	0	0%
15	Bui Thien My	Deputy Director, Policy and Human Resource Division Cum Person in charge of corporate governance	29 T1 Hoang Dao Thuy, Yen hoa, Hanoi	05/12/2025	18,040	0.02%
15.1	Nguyen Thi Xuan Hue	Wife	As above	05/12/2025	0	0%
15.2	Bui Thien Nhan	Son	As above	05/12/2025	0	0%
15.3	Bui Kim Thu	Daughter	As above	05/12/2025	0	0%
15.4	Bui Thien Son	Brother	As above	05/12/2025	0	0%
15.5	Bui Thien Phu	Brother	As above	05/12/2025	0	0%

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No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
15.6	Tran Thi Hong Le	Sister in law	As above	05/12/2025	0	0%
15.7	Truong Thi Mai Huong	Sister in law	As above	05/12/2025	0	0%
15.8	Nguyen Xuan Chu	Father in law	As above	05/12/2025	0	0%
15.9	Nguyen Thi An	Mother in law	As above	05/12/2025	0	0%
16	Mr. Nguyen Sinh Phuong	Director, Internal Audit Division	29T1 Hoang Dao Thuy Building, Yên Hoa, Hanoi	01-06-2021	24	0,00%
16.01	Nguyen Sinh Cuc	Father	As above	01-06-2021	0	0%
16.02	Nguyen Thi Thanh Luan	Mother	As above	01-06-2021	0	0%
16.03	Tran Thi Hoang Oanh	Wife	As above	01-06-2021	0	0%
16.04	Nguyen Sinh Thanh	Son	As above	01-06-2021	0	0%
16.05	Nguyen Sinh Phuc	Son	As above	01-06-2021	0	0%
16.06	Nguyen Sinh Nam	Brother	As above	01-06-2021	0	0%
16.07	Le Thi Thanh Xuan	Sister-in-law	As above	01-06-2021	0	0%
16.08	Nguyen Sinh Hung	Brother	As above	01-06-2021	0	0%
16.09	Ngo Thanh Thuy	Sister-in-law	As above	01-06-2021	0	0%
16.10	Đang Thi Bon	Mother-in-law	As above	01-06-2021	0	0%
17	Mr. Phung Van Lu	Deputy Head of Internal Audit Division	As above	01-12-2023	0	0%
17.01	Phung Van Tro	Father	As above	01-12-2023	0	0%
17.02	Chu Thi Nga	Mother	As above	01-12-2023	0	0%
17.03	Nguyen Van Hung	Father-in-law	As above	01-12-2023	0	0%
17.04	Thai Thi Van	Mother-in-law	As above	01-12-2023	0	0%
17.05	Phung Ba Luong	Brother	As above	01-12-2023	0	0%
17.06	Phung Thi Toan	Sister	As above	01-12-2023	0	0%
17.07	Phung Duc Thai	Brother-in-law	As above	01-12-2023	0	0%
17.08	Nguyen Thi Linh	Wife	As above	01-12-2023	0	0%
17.09	Phung Thi Hong Anh	Daughter	As above	01-12-2023	0	0%
17.10	Phung Duc Anh	Son	As above	01-12-2023	0	0%
18	Ms. Le Thi Thanh Huyen	Member of Internal Audit Division	As above	15-11-2023	0	0%
18.01	Le Xuan Hoan	Father	As above	15-11-2023	0	0%
18.02	Nguyen Thi Nhung	Mother	As above	15-11-2023	0	0%
18.03	Le Thu Huong	Sister	As above	15-11-2023	0	0%

No.	Full Name	Position at the company/ Relationship with internal persons	HO/Contact Address	The time they become a related person	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period
18.04	Le Tuan Hung	Brother-in-law	As above	15-11-2023	0	0%
18.05	Le Thi Kim Thuy	Sister	As above	15-11-2023	0	0%
18.06	Tran Manh Hung	Brother-in-law	As above	15-11-2023	0	0%
18.07	Le Thi Dieu Linh	Sister	As above	15-11-2023	0	0%
18.08	Phung Tong Kinh	Brother-in-law	As above	15-11-2023	0	0%
18.09	Tran Ngoc Minh Duc	Son	As above	15-11-2023	0	0%
19	Giap Trung Nghia <sup>1</sup>	Member of Internal Audit Division	As above	15-11-2023	0	0%
19.01	Giap Van Khai	Father	As above	15-11-2023	0	0%
19.02	Nguyen Thi Ha	Mother	As above	15-11-2023	0	0%
19.03	Vu Duc Thinh	Father in law	As above	15-11-2023	0	0%
19.04	Nguyen Thi Thu Yen	Mother in law	As above	15-11-2023	0	0%
19.05	Giap Trung Hieu	Brother	As above	15-11-2023	0	0%
19.06	Le Thu Hien	Sister in law	As above	15-11-2023	0	0%
19.07	Vu Thi Thu Thao	Wife	As above	15-11-2023	0	0%
19.08	Giap Vu Ha Thanh	Daughter	As above	15-11-2023	0	0%
20	Vietnam Bank for Agriculture and Rural Development (Agribank)	Parent Bank	2 Lang Ha Street, Giang Vo, Hanoi	18-10-2006	37.703.858	52,08%

## 2. Transactions of internal persons and affiliated persons with shares of the company

No	Transaction executor	Relationship with internal persons	31/12/2025		31/12/2024		Reasons
			Number of shares	Percentage	Number of shares	Percentage	
1	Nguyen Tien Hai	BoD Chairman	162,415	0.16%	116,011	0.16%	ABIC payouts dividend and issues additional shares <sup>2</sup>

<sup>1</sup> On December 23, 2025, Mr. Giap Trung Nghia submitted a letter of resignation. The General Director of ABIC issued Decision No. 5150/QD-ABIC-CSNS on December 29, 2025, regarding the termination of the contract with Mr. Giap Trung Nghia. Decision 5150 takes effect from January 01, 2026; therefore, as of December 31, 2025, Mr. Giap Trung Nghia is still on ABIC's Insider List.

<sup>2</sup> In 2025, following the approval of the 2025 Annual GMS, ABIC distributed stock dividends (20%) and issued additional shares from the Owner's Equity source (20%). The total distribution ratio is 40%.

2	Vu Thuy Hanh	Nguyen Tien Hai's wife	1,439,221	1.42%	711,859	0.98%	ABIC payouts dividend issues additional shares and buying share
3	Do Minh Hoang	BoD Member	13,533	0.01%	9,667	0.01%	ABIC payouts dividend issues additional shares
4	Ha Thi Mai Lan	Do Minh Hoang's wife	70,249	0.07%	50,179	0.07%	ABIC payouts dividend issues additional shares
5	Nguyen Hong Thai	General Direcor	134	0.00%	96	0.00%	ABIC payouts dividend issues additional shares
6	Nguyen Duc Tuan	Deputy General Director	11,872	0.01%	8,480	0.01%	ABIC payouts dividend issues additional shares
7	Le Thi Hong Hanh	Nguyen Duc Tuan's wife	165,500	0.16%	117,000	0.16%	ABIC payouts dividend issues additional shares
8	Nguyen Duc Thang	Nguyen Duc Tuan's brother	19,248	0.01%	10,692	0.01%	ABIC payouts dividend issues additional shares and buying share
9	Nguyen Thi Mai	Nguyen Duc Tuan's sister in law	11,900	0.00%	-	0.00%	ABIC payouts dividend issues additional

							shares and buying share
10	Nguyen Mau Viet	Deputy General Director	80,157	0.08%	40,755	0.06%	ABIC payouts dividend issues additional shares and buying share
11	Nguyen Thi Thuy Hang	Nguyen Mau Viet's wife	162,554	0.16%	96,100	0.13%	ABIC payouts dividend issues additional shares and buying share
12	Nguyen Mau Nam	Nguyen Mau Viet's brother	50,960	0.05%	27,200	0.04%	ABIC payouts dividend issues additional shares and buying share
13	Le Dinh Huy	Deputy General Director	34,129	0.03%	221	0.00%	ABIC payouts dividend issues additional shares and buying share
14	Nguyen Ngoc Kien	SB member	1,352	0.00%	966	0.00%	ABIC payouts dividend issues additional shares
15	Nguyen Thi Anh	Nguyen Ngoc Kien's sister	16,241	0.02%	11,601	0.02%	ABIC payouts dividend issues additional shares



16	Bui Thien My	Person in charge of corporate governance	18,040	0.00%	-	0.00%	ABIC payouts dividend issues additional shares
17	Nguyen Sinh Phuong	Director, Internal Audit Division	24	0.00%	18	0,00%	ABIC payouts dividend issues additional shares

Respectfully reported./.

*Receipts:*

- As above:
- Archived: Policy & Human Resource Division; Administration Office.

**LEGAL REPRESENTATIVE  
CHAIRMAN OF BOARD OF DIRECTORS** 



Nguyen Tien Hai