

**HANOI REINSURANCE
JOINT STOCK CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 21st, 2025

Proposal
On the report of the Board of Directors' Remuneration for 2024
and the estimated Remuneration for 2025

To: GENERAL MEETING OF SHAREHOLDER

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Establishment and Operation License of PVI Reinsurance Joint Stock Corporation No. 86 GP/KDBH issued by the Ministry of Finance on October 1, 2013, and its amendments;

Pursuant to the Charter of Hanoi Reinsurance Joint Stock Corporation (HanoiRe);
Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 27, 2024 by 2024 Annual General Meeting of Shareholders of Hanoi Re;

Pursuant to the indicators of business results in 2024 and 2025 plan, the Board of Directors (BOD) would like to submit to the General Meeting of Shareholders for review and approval on the following:

1. Report on the Remuneration/Salaries of the Board of Directors (BOD) of Hanoi Re for 2024:

- Number of Board of Directors (BOD) members: 05 persons
- Total remuneration paid to the BOD members in 2024: 1,320,000,000 VND.
- In 2024, the BOD members received additional salary for exceeding the 2023 profit plan (already accounted as expense in 2023): 1,698,876,518 VND.

2. Remuneration/Salary Plan for BOD of Hanoi Re in 2025:

- Remuneration/Salary for board members in 2025:
 - + Chairman : 40,000,000 VND/person/month
 - + Vice Chairman : 20,000,000 VND/person/month
 - + Member in charge of Committee Chairman : 20,000,000 VND/person/month
 - + Independent BOD member : 20,000,000 VND/person/month
 - + BOD member : 15,000,000 VND/person/month
- Number of Board of Directors (BOD) members: 05 persons, including 01 chairman, 01 deputy chairman, 01 independent member and 02 board members.
- The remuneration/salary plan for the Members in 2025 is: **1,320,000,000 VND.**

- Salary and other benefits plan for the BOD in 2025:
 - + Bonus salary for exceeding the business plan, based on business performance and company regulations.
 - + Operational expenses of the BOD to fulfill assigned duties shall be carried out in accordance with the current regulations of Hanoi Re.
- In case of changes in the number of BOD members and/or adjustments to the salaries/remuneration of Board members in 2025, the salary/remuneration fund and other benefits will be adjusted accordingly.

Respectfully./.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**