

PROPOSAL

Re: Remuneration for members of the Board of Directors and Supervisory Board in 2023 and payment plan for 2024

To: GENERAL MEETING OF SHAREHOLDER OF BIDV INSURANCE CORPORATION

Based on the financial report data for 2023 that has been audited by Ernst&Young Vietnam Company Limited, the Board of Directors respectfully presents to the General meeting of shareholders the results of remuneration and allowances for the Board of Directors and the Board of Supervisors in 2023, as well as the payment plan for 2024 of BIDV Insurance Corporation as follows:

1. Result of payment remuneration for member BOD and BOS in 2023

a. Approved budget of remuneration for member of BOD and BOS in 2023

Based on the Resolution No. 01/2023/NQ – ĐHĐCĐ dated 05/04/2023, the approved budget of remuneration for member of Board of Directors and Board of Supervisors for the year 2023 are as follows:

- *Non – executive members*

No.	Position	Number	Monthly remuneration	Total
(1)	(2)	(3)	(4)	(5) = (3)*(4)*12 months
1	Chairman	1	15,000,000	180,000,000
2	Vice Chairman	1	10,000,000	120,000,000
3	Non – executive member of BOD	3	8,500,000	306,000,000
4	Independent member of BOD	2	30,000,000	720,000,000
5	Member of BOS	4	3,000,000	144,000,000
6	Total			1,470,000,000

- *Full – time member*

Head of Board of supervisors: the remuneration will be paid according to salary rank prescribed at Remuneration payment regulations of BIC and will be considered increased properly with BIC's base in general.

b. Result of the remuneration for member of BOD, BOS in 2023

In 2023, BIC accrued 2,286,623,996 VND for total expenses for remuneration, allowances of BOD, BOS as follows:

- *Non – executive members*

No.	Position	Total remuneration in 2023	Paid 2023
1	Chairmain	180,000,000	180,000,000
2	Vice Chairman	120,000,000	-
3	Non – executive member of BOD	306,000,000	204,000,000
4	Independent member of BOD	720,000,000	720,000,000
5	Member of BOS	108,000,000	36,000,000
6	Total	1,434,000,000	1,140,000,000

- *Full – time member*

In 2023, BIC had paid salary to Head of BOS in accordance to BIC’s salary scale and based on the Resolution No. 01/2023/NQ – ĐHĐCĐ dated 05/04/2023.

2. Propose the planned remuneration for member of BOD, BOS in 2024

To propose the planned remuneration for member of BOD, BOS in 2024 is 2,256,000,000 dongs as follows:

- *Non – executive members*

The proposed compensation and allowances maintain the monthly payment levels for each position as in 2023, as follows:

No.	Position	Number	Monthly remuneration	Total
(1)	(2)	(3)	(4)	(5) = (3)*(4)*12
1	Chairmain	1	15,000,000	180,000,000
2	Vice Chairmain	1	10,000,000	120,000,000
3	Non – executive member of BOD	3	8,500,000	306,000,000
4	Independent member of BOD	2	30,000,000	720,000,000
5	Member of BOS	3	3,000,000	108,000,000
6	Total	10	63,500,000	1,434,000,000

Monthly remuneration includes deductions such as personal income tax, other related deductions according to the regulations.

- *In addition, propose allowance for the Secretaries of the Board of Directors: 3 million VND/ person /meeting.*

- *Full time member*

Recently, there is only 01 member of BOS that is full – time member, it is Head of BOS. The payment of remuneration to this position will be based on the salary scale specified in the BIC income payment regulation.

For the General Meeting of Shareholders of BIC to consider and approve./.

**ON BEHALF OF BOARD OF
DIRECTOR**

CHAIRMAN

Tran Xuan Hoang