

No.: 28/2025/BBH-DHĐCĐ-PTI

Hanoi, April 22, 2025

MINUTES OF THE MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
POST – TELECOMMUNICATION JOINT STOCK INSURANCE COMPANY

I. COMPANY INFORMATION

Company Name: Post – Telecommunication Joint Stock Insurance Company

Head Office: No. 95 Tran Thai Tong Street, Dich Vong Ward, Cau Giay District, Hanoi City

Establishment and Operation License No.: 41A GP/KDBH issued by the Ministry of Finance on February 1, 2007.

Tax Code: 0100774631

II. TIME AND LOCATION OF THE MEETING

The Annual General Meeting of Shareholders 2025 of Post – Telecommunication Joint Stock Insurance Company will be held at 9:00 AM on April 22, 2025, at No. 95 Tran Thai Tong Street, Dich Vong Ward, Cau Giay District, Hanoi City, Vietnam.

III. AGENDA OF THE MEETING

The agenda for the Annual General Meeting of Shareholders 2025 (“AGM”) has been announced and includes the following main contents:

- Presentation to the AGM of the Board of Directors' report on governance and operational results for 2024 of the Board of Directors and each member;
- Presentation to the AGM of the Executive Board's report on operational results for 2024 and the business plan for 2025;
- Presentation to the AGM of the Supervisory Board's report on the Company's business results, the performance of the Board of Directors and the Executive Board, evaluation of the Supervisory Board's performance in 2024;
- Presentation to the AGM on: the audited financial statements for 2024; the dividend level for 2024; profit distribution for 2024; selection of the auditing firm for the 2025 financial statements; remuneration/allowances for the Board of Directors, Supervisory Board, and salaries of the Executive Board; the business bonus policy for key personnel of the Company;
- Presentation to the AGM regarding the public offering of shares by the Company;
- Presentation to the AGM regarding the issuance of shares to increase equity from the Company's retained earnings;
- Report to the AGM on the election of members of the Board of Directors and Supervisory Board for the term 2025-2030;
- The AGM will discuss, gather opinions, and conduct voting;
- Announcement of the ballot counting results;
- Approval of the minutes of the meeting.

IV. PROCEEDINGS AND MAIN CONTENTS OF THE MEETING

1. Report on Shareholder Registration for the Meeting:

Mr. Vu Xuan Minh – on behalf of the organizing committee of the meeting, reported the results of the shareholder registration as follows:

- The total number of voting shares of the Company as of the cutoff date for shareholders to exercise their rights to attend the meeting is **120.592.129** shares.
- At the time of the meeting's opening, the total number of shareholders present represented 114.296.479 shares, accounting for 94,78% of the total voting shares of the Company.
- The total number of shareholders absent represented 6.295.650 shares, accounting for 5,22% of the total voting shares of the Company.

Based on Article 145 of the 2020 Enterprise Law and Article 18 of the Company's Charter, the Annual General Meeting of Shareholders 2025 of Post – Telecommunication Joint Stock Insurance Company is qualified to proceed.

The organizing committee informed the attending shareholders about the establishment of shareholder groups before the meeting commenced.

2. Chairperson and Members of the Presidium:

- Mrs. Pham Minh Huong - Chairwoman of the BOD - Chairperson of the meeting
- Mrs. Hoang Thi Yen - General Director - Member of the Presidium
- Mrs. Nguyen Thi Ha Ninh - Head of the Supervisory Board - Member of the Presidium

3. Secretary of the Meeting:

The Chairperson appointed Mr. Dieu Ngoc Tuan - Permanent Deputy General Director/Director of Corporate Operations as the Secretary of the meeting.

The AGM approved the Secretary with a 100% voting approval from the attending shareholders.

4. Ballot Counting Committee:

The ballot counting committee consists of:

- Ms. Nguyen Thi Thanh Thao – Head of the Committee
- Ms. Tran Quynh Huong – Member
- Mrs. Nguyen Khanh Huyen – Member

The AGM approved the composition of the ballot counting committee with a 100% voting approval from the attending shareholders.

5. Approval of Meeting Organization Regulations:

The AGM approved the regulations for organizing the meeting (attached as an appendix to these minutes) with a 100% voting approval from the attending shareholders.

6. Approval of the Meeting Agenda:

The AGM approved the agenda for the AGM (attached as an appendix to these minutes) with a 100% voting approval from the attending shareholders.

7. Presentation of Reports and Proposals for Voting:

- Mrs. Pham Minh Huong – Chairwoman of the BOD presented the Board's report and the operational results for 2024 of the Board and each member;
- Mrs. Hoang Thi Yen – General Director presented the Executive Board's report on operational results for 2024 and the business plan for 2025;

- Mrs. Nguyen Thi Ha Ninh – Head of the Supervisory Board presented the Supervisory Board's report evaluating the Company's business results, the performance of the Board and the Executive Board, and the performance of the Supervisory Board in 2024;
- Mr. Le Xuan Bach – Deputy General Director, Director of Operational Management presented proposals regarding: the audited financial statements for 2024; the dividend level for 2024; profit distribution for 2024; selection of the auditing firm for the 2025 financial statements; remuneration/allowances for the Board of Directors, Supervisory Board, and salaries of the Executive Board; and the business bonus policy for key personnel of the Company;
- Mr. Dieu Ngoc Tuan – Permanent Deputy General Director, Director of Corporate Operations presented the proposal for the public offering of shares by the Company; the proposal for the issuance of shares to increase equity from retained earnings of the Company; and the report on the election of members of the Board of Directors and Supervisory Board for the term 2025-2030.

8. Comments at the Meeting

At the meeting, shareholders participated in discussions on topics related to: PTI's investment activities (investment portfolio, securities investment); the target customer numbers for the Company; issues regarding staff reductions, product development, and changes in the weight of key product groups of PTI; and PTI's capital issues.

The Chairwoman of the Board – Mrs. Pham Minh Huong and the General Director – Mrs. Hoang Thi Yen addressed the questions and exchanged information with shareholders regarding the mentioned issues.

V. TOTAL VOTES ON EACH ISSUE

1. Report of the Board of Directors on governance and operational results for 2024 of the Board and each member of the Board

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

2. Report of the Executive Board on the Operational Results for 2024 and the Business Plan for 2025 of the Company

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

3. Report of the Supervisory Board on the Company's Business Results, the Performance of the BOD and the Executive Board, and Evaluation of the Supervisory Board's Performance in 2024

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

4. Audited Financial Statements for 2024 of the Company

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

5. Dividend Rate for 2024¹

5.1. Cash Dividend Payment at a Rate of 0%

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total number of votes in favor: 62.371.524 votes, accounting for 54.57% of the total voting shares of attending shareholders.

Total number of votes against: 51.924.955 votes, accounting for 45.43% of the total voting shares of attending shareholders.

Total number of abstentions: 0 votes, accounting for 0% of the total voting shares of attending shareholders.

5.2. Cash Dividend Payment at a Rate of 10%

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

¹ Trường hợp cổ đông tán thành với một phương án và không biểu quyết với phương án còn lại được coi là biểu quyết không tán thành đối với phương án đó

In the case where a shareholder votes in favor of one proposal and does not vote on another proposal, it will be considered a vote against that proposal.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total number of votes in favor: 51.924.955 votes, accounting for 45,43% of the total voting shares of attending shareholders.

Total number of votes against: 62.371.524 votes, accounting for 54,57% of the total voting shares of attending shareholders.

Total number of abstentions: 0 votes, accounting for 0% of the total voting shares of attending shareholders.

6. Profit Distribution for 2024

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

7. Selection of the Auditing Firm and Review of the Financial Statements for 2025

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

8. Payment of Remuneration/Allowances to the Board of Directors, Supervisory Board, and Salaries of the Executive Board

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total votes in favor: 114.296.479 votes, accounting for 100% of the total votes from attending shareholders.

Total votes against: 0 votes, accounting for 0% of the total votes from attending shareholders.

Total abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

9. Approval of the Business Bonus Policy for the Executive Board and Key Staff of the Company

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total Votes in Favor: 69.296.479 votes, accounting for 60,63% of the total votes from attending shareholders.

Total Votes Against: 45.000.000 votes, accounting for 39,37% of the total votes from attending shareholders.

Total Abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

10. Public Offering of Shares by the Company

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total Votes in Favor: 62.373.216 votes, accounting for 54,57% of the total votes from attending shareholders.

Total Votes Against: 51.923.263 votes, accounting for 45,43% of the total votes from attending shareholders.

Total Abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

11. Issuance of Shares to Increase Equity Capital from the Company's Own Capital

Total votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total valid votes: 114.296.479 votes, accounting for 100% of the total votes of the attending shareholders.

Total invalid votes: 0 votes, accounting for 0% of the total votes of the attending shareholders.

Total Votes in Favor: 67.707.552 votes, accounting for 59,24% of the total votes from attending shareholders.

Total Votes Against: 46.588.927 votes, accounting for 40,76% of the total votes from attending shareholders.

Total Abstentions: 0 votes, accounting for 0% of the total votes from attending shareholders.

12. Election of Members of the Board of Directors of the Company for the Term 2025-2030

The General Shareholders' Meeting has elected members of the Board of Directors for the term 2025-2030 (using the cumulative voting method) with the voting results as follows:

No.	Full Name	ID/Passport Number	Number of Votes
1	Phạm Minh Hương		129,774,540
2	Nguyễn Thị Hiền		104,030
3	Vũ Hoàng Hà		93,554,378
4	Đỗ Thanh Hương		93,552,155
5	Park Ki Hyun		121,000,180
6	Ko Young Joo		121,000,180

7	Nguyễn Anh Đức		104,310,770
8	Kim Nahm Yoon		121,000,000
9	Đặng Hoàng My		57,270,909
10	Hoàng Thúy Nga		93,549,158
11	Hoàng Thị Yến		93,552,011

13. Election of Members of the Supervisory Board of the Company for the Term 2025-2030

The General Shareholders' Meeting has elected members of the Supervisory Board for the term 2025-2030 (using the cumulative voting method) with the voting results as follows:

No.	Full Name	ID/Passport Number	Number of Votes
1	Nguyễn Thị Hà Ninh		103,962,957
2	Nguyễn Thị Hương Thảo		103,950,663
3	Nguyễn Thị Thúy Giang		103,944,555
4	Ko Dong Gi		112,504,608
5	Yoo Jang Hee		112,501,403
6	Hoàng Thị Thu Hiền		34,617,209

VI. DECISIONS APPROVED BY THE GENERAL SHAREHOLDERS' MEETING

1. Approval of the Report by the Board of Directors on Governance and Operational Results for 2024

The annual General Shareholders' Meeting of 2025 ("AGM") approved the Report by the Board of Directors on governance and operational results for 2024 of the Board and each member of the Board (the specific content of the Report is detailed in Appendix 1 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

2. Approval of the Report by the Executive Board on the Operational Results for 2024 and the Business Plan for 2025 of the Company

The AGM approved the Report by the Executive Board on the operational results for 2024 and the business plan for 2025 of the Company (the specific content of the Report is detailed in Appendix 1 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

3. Approval of the Report by the Supervisory Board on the Company's Business Results, the Performance of the Board of Directors and the Executive Board, and the Evaluation of the Supervisory Board's Performance for 2024

The AGM approved the Report by the Supervisory Board on the Company's business results, the performance of the Board of Directors and the Executive Board, and the evaluation of the Supervisory Board's performance for 2024 (the specific content of the Report is detailed in Appendix 1 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

4. Approval of the Audited Financial Statements for 2024 of the Company

The AGM approved the separate and consolidated financial statements for 2024 of the Company, audited by Ernst & Young Vietnam Limited, as presented by the Board of Directors at the Meeting (the specific content is detailed in Appendix 2 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

5. Approval of the Profit Distribution for 2024

The AGM approved the profit distribution for 2024 according to the plan outlined in the proposal presented by the Board of Directors at the Meeting (the specific content is detailed in Appendix 2 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

6. Approval of the Selection of an Audit Firm for the Audit and Review of the Financial Statements for 2025

The AGM approved the selection of one of the following audit firms as the approved organization to conduct the audit and review of the Company's financial statements for 2025: (i) Ernst & Young Viet Nam Limited, (ii) KPMG Limited Company, (iii) Deloitte Vietnam Audit Co., Ltd.

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

7. Approval of the Remuneration/Allowances for the Board of Directors, Supervisory Board, and Salaries of the Executive Board

The AGM approved the remuneration/allowances for the Board of Directors and the Supervisory Board, as well as the salaries of the Executive Board, according to the proposal presented by the Board of Directors at the Meeting (the specific content is detailed in Appendix 2 attached to this Minutes).

This decision was approved by the AGM with a total of 114.296.479 votes in favor, accounting for 100% of the voting rights present at the Meeting.

8. Election of Members of the Board of Directors for the Term 2025-2030 of the Company

The General Meeting of Shareholders has elected members of the Board of Directors for the term 2025-2030 (using the cumulative voting method) with the voting results as follows:

No.	Full Name	ID Card/ Passport Number	Total Votes Cast
1	Phạm Minh Hương		129,774,540
2	Vũ Hoàng Hà		93,554,378
3	Đỗ Thanh Hương		93,552,155
4	Park Ki Hyun		121,000,180
5	Ko Young Joo		121,000,180
6	Nguyễn Anh Đức		104,310,770
7	Kim Nahm Yoon		121,000,000
8	Hoàng Thúy Nga		93,549,158
9	Hoàng Thị Yến		93,552,011

The term of the elected members of the Board of Directors mentioned above is 5 years, starting from April 22, 2025.

9. Election of Members of the Supervisory Board for the Term 2025-2030 of the Company

The General Shareholders' Meeting has elected members of the Supervisory Board for the term 2025-2030 (using the cumulative voting method) with the voting results as follows:

No.	Full Name	ID Card/ Passport Number	Total Votes Cast
1	Nguyễn Thị Hà Ninh		103,962,957
2	Nguyễn Thị Hương Thảo		103,950,663
3	Nguyễn Thị Thúy Giang		103,944,555
4	Ko Dong Gi		112,504,608
5	Yoo Jang Hee		112,501,403

The term of the elected members of the Supervisory Board mentioned above is 5 years, starting from April 22, 2025.

VII. APPROVAL OF THE MINUTES AND ADJOURNMENT OF THE MEETING

These minutes were fully approved by the annual General Shareholders' Meeting of Post – Telecommunication Joint Stock Insurance Company in the meeting.

Based on these minutes, the Chairwoman of the Board of Directors of the Company is responsible for issuing the Resolution of the annual General Shareholders' Meeting of 2025 and notifying the shareholders as stipulated in the Company's Charter.

The Chair and the Secretary of the AGM commit to jointly bear responsibility for the authenticity, accuracy, and completeness of these minutes. The meeting of the annual General Shareholders' Meeting of 2025 of the Company concluded at 12:10 PM on the same day.

SECRETARY OF THE MEETING

(Signed)

Dieu Ngoc Tuan

CHAIR OF THE MEETING CHAIRWOMAN OF THE BOD

(Signed)

Pham Minh Huong

No.: /2025/NQ-DHĐCĐ-PTI

Hanoi, April 22, 2025

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

GENERAL MEETING OF SHAREHOLDERS
POST – TELECOMMUNICATION JOINT STOCK INSURANCE COMPANY

Based on:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Insurance Business Law No. 08/2022/QH15 dated June 16, 2022;
- The Charter on the Organization and Operation of Post – Telecommunication Joint Stock Insurance Company;
- The minutes of the Annual General Meeting of Shareholders of Post – Telecommunication Joint Stock Insurance Company dated April 22, 2025.

RESOLVED:

Article 1. Approval of the Report of the Board of Directors on Governance and Operational Results for 2024

The Annual General Meeting of Shareholders 2025 (“AGM”) has resolved to approve the Report of the Board of Directors (“BOD”) regarding governance and the operational results for 2024 of the Board of Directors and each individual Board member (specific details are outlined in Appendix 1 attached to this Resolution).

Article 2. Approval of the Report of the Executive Board on Operational Results for 2024 and the Business Plan for 2025 of the Company

The AGM has resolved to approve the Report of the Executive Board on the operational results for 2024 and the business plan for 2025 of the Corporation (specific details are outlined in Appendix 1 attached to this Resolution).

Article 3. Approval of the Report of the Supervisory Board on the Company’s Business Results, Activities of the Board of Directors and Executive Board, and Evaluation of the Supervisory Board's Performance in 2024

The AGM has resolved to approve the Report of the Supervisory Board (“SB”) on the Company’s business results, the activities of the Board of Directors and the Executive Board, and the evaluation of the Supervisory Board's performance and the Supervisors in 2024 (specific details are outlined in Appendix 1 attached to this Resolution).

Article 4. Approval of the Audited Financial Statements for 2024 of the Company

The AGM has resolved to approve the separate and consolidated financial statements for 2024 of the Company, audited by Ernst & Young Vietnam Ltd., as presented by the Board of Directors at the Meeting (specific details are outlined in Appendix 2 attached to this Resolution).

Article 5. Approval of the Profit Distribution for 2024

The AGM has approved the profit distribution for 2024 of the Company as proposed by the Board

of Directors presented at the Meeting (specific details are outlined in Appendix 2 attached to this Resolution).

Article 6. Approval of the Selection of an Auditing Firm for the Financial Statements for 2025

The AGM has approved the selection of one of the following auditing firms as the approved organization to conduct the audit and review of the Corporation's financial statements for 2025: (i) Ernst & Young Viet Nam Limited, (ii) KPMG Limited Company, (iii) Deloitte Vietnam Audit Co., Ltd.

The AGM authorizes the Board of Directors to verify, negotiate, and decide on the selection of one of the aforementioned firms to sign the audit service contract and review the financial statements for 2025 of the Company.

Article 7. Approval of the Remuneration/Allowances for the BOD Members, the Supervisory Board, and Salaries of the Executive Board

The AGM has approved the payment of remuneration/allowances for the BOD members, the Supervisory Board, and salaries of the Executive Board of the Company as proposed by the Board of Directors presented at the Meeting (specific details are outlined in Appendix 2 attached to this Resolution).

Article 8. Election of Members of the Board of Directors for the Term 2025-2030

The Annual General Meeting of Shareholders has elected the members of the Board of Directors of the Company for the term 2025-2030 (by cumulative voting method), consisting of the following members:

No.	Full Name	ID Card/ Passport Number	Total Votes Cast
1	Phạm Minh Hương		129,774,540
2	Vũ Hoàng Hà		93,554,378
3	Đỗ Thanh Hương		93,552,155
4	Park Ki Hyun		121,000,180
5	Ko Young Joo		121,000,180
6	Nguyễn Anh Đức		104,310,770
7	Kim Nahm Yoon		121,000,000
8	Hoàng Thúy Nga		93,549,158
9	Hoàng Thị Yến		93,552,011

The term of the elected members of the Board of Directors mentioned above is 5 years, starting from April 22, 2025.

Article 9. Election of Members of the Supervisory Board for the Term 2025-2030

The Annual General Meeting of Shareholders has elected the members of the Supervisory Board of the Company for the term 2025-2030 (by cumulative voting method), consisting of the following members:

No.	Full Name	ID Card/ Passport Number	Total Votes Cast
1	Nguyễn Thị Hà Ninh		103,962,957
2	Nguyễn Thị Hương Thảo		103,950,663
3	Nguyễn Thị Thúy Giang		103,944,555
4	Ko Dong Gi		112,504,608

5	Yoo Jang Hee		112,501,403
---	--------------	--	-------------

The term of the elected members of the Supervisory Board mentioned above is 5 years, starting from April 22, 2025.

Article 10. Effective Date

The decisions and content stated in this Resolution have been approved by the Annual General Meeting of Shareholders 2025 of Post – Telecommunication Joint Stock Insurance Company and are effective from the date of signing.

The Board of Directors and the Executive Board of the Company are responsible for the implementation of this Resolution.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON**

PHAM MINH HUONG

PHỤ LỤC 1

APPENDIX 1

**CÁC BÁO CÁO ĐÃ ĐƯỢC THÔNG QUA TẠI CUỘC HỌP ĐẠI HỘI ĐỒNG CỔ ĐÔNG
THƯỜNG NIÊN NĂM 2025**

**REPORTS/PROPOSALS APPROVED AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**

**(Đính kèm Nghị quyết Đại hội đồng cổ đông thường niên năm 2025 của Tổng Công ty Cổ
phần Bảo hiểm Bưu điện)**

**(Attached to the Resolution of the Annual General Meeting of Shareholders 2025 of Post –
Telecommunication Joint Stock Insurance Company)**

PHỤ LỤC 2
APPENDIX 2

**CÁC NỘI DUNG TRÌNH ĐÃ ĐƯỢC THÔNG QUA TẠI CUỘC HỌP ĐẠI HỘI ĐỒNG
CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025**
CONTENT APPROVED AT THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2025
**(Đính kèm Nghị quyết Đại hội đồng cổ đông thường niên năm 2025 của Tổng Công ty Cổ
phần Bảo hiểm Bưu điện)**
**(Attached to the Resolution of the Annual General Meeting of Shareholders 2025 of Post –
Telecommunication Joint Stock Insurance Company)**

1. Thông qua Báo cáo Tài chính năm 2024
Approval of the Financial Report for 2024

Đại hội thông qua Báo cáo tài chính riêng và Báo cáo tài chính hợp nhất năm 2024 của Công ty do Công ty TNHH Ernst & Young Việt Nam thực hiện kiểm toán với một số chỉ tiêu cơ bản (theo báo cáo tài chính riêng) như sau:

The AGM approved the separate Financial Report and the consolidated Financial Report for 2024 of the Company, audited by Ernst & Young Vietnam Limited, with the following key indicators (according to the separate financial report):

STT No.	Chỉ tiêu Indicator	Giá trị (đồng) Value (VND)
1.	Tổng tài sản Total Assets	8.417.042.057.444
2.	Nguồn vốn chủ sở hữu Owner's Equity	2.391.494.796.275
3.	Doanh thu thuần hoạt động kinh doanh bảo hiểm Net Revenue from Insurance Operations	3.891.280.789.473
4.	Lợi nhuận trước thuế Profit Before Tax	400.408.334.227
5.	Lợi nhuận sau thuế Profit After Tax	318.864.612.870
6.	Tổng lợi nhuận chưa phân phối Total Undistributed Profit	650.556.826.316

Theo ý kiến của Kiểm toán viên tại Báo cáo kiểm toán độc lập thì báo cáo tài chính của Tổng Công ty đã phản ánh trung thực và hợp lý, trên các khía cạnh trọng yếu, tình hình tài chính của Tổng Công ty tại ngày 31 tháng 12 năm 2024, cũng như kết quả hoạt động kinh doanh và tình hình lưu chuyển tiền tệ cho năm tài chính kết thúc cùng ngày, phù hợp với chuẩn mực kế toán Việt Nam, chế độ kế toán Việt Nam áp dụng cho các doanh nghiệp bảo hiểm và các quy định pháp lý có liên quan đến việc lập và trình bày báo cáo tài chính.

According to the opinion of the Auditor in the Independent Audit Report, the financial statements of the Company fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2024, as well as the results of its operations and cash flows for the financial year then ended, in accordance with Vietnamese accounting standards, the accounting

regime applicable to insurance enterprises, and relevant legal regulations related to the preparation and presentation of financial statements.

Toàn văn nội dung của Báo cáo tài chính năm 2024 đã được kiểm toán được đăng tải trên trang thông tin điện tử của Công ty: www.pti.com.vn.

The full text of the audited financial statements for the year 2024 is published on the Company's website: www.pti.com.vn.

2. Thông qua việc phân phối lợi nhuận năm 2024

Approval of the Profit Distribution for 2024

Đại hội thông qua phương án phân phối lợi nhuận sau thuế năm 2024 bằng việc trích các Quỹ của Công ty như sau:

The AGM approved the profit distribution plan after tax for 2024 by allocating the Company's funds as follows:

Tổng Công ty sẽ thực hiện trích quỹ khen thưởng phúc lợi và quỹ khen thưởng ban điều hành để làm nguồn chi/sử dụng cho việc khen thưởng và chế độ phúc lợi cho các cán bộ nhân viên chủ chốt và Ban Điều hành của Tổng Công ty với tổng mức trích quỹ là 5% tổng lợi nhuận sau thuế (theo báo cáo tài chính riêng) của Tổng Công ty. Trong đó, trích quỹ khen thưởng phúc lợi là 3% lợi nhuận sau thuế (tương ứng với số tiền là 9.565.938.386 đồng), trích quỹ khen thưởng các thành viên Ban điều hành là 2% lợi nhuận sau thuế (tương ứng với số tiền là 6.377.292.257 đồng).

The Company will allocate funds for the welfare reward fund and the Executive Board reward fund to serve as a source for bonuses and welfare benefits for key employees and the Executive Board, with a total allocation of 5% of the total after-tax profit (according to the separate financial statements) of the Company. Specifically, the allocation for the welfare reward fund will be 3% of after-tax profit (corresponding to an amount of 9.565.938.386 VND), and the allocation for the Executive Board members' reward fund will be 2% of after-tax profit (corresponding to an amount of 6.377.292.257 VND).

Giao cho Chủ tịch HĐQT thực hiện quyết định cụ thể việc trích, thực hiện chi khen thưởng cho các cán bộ nhân viên chủ chốt và Ban điều hành của Tổng Công ty dựa trên kết quả kinh doanh đạt được trong năm tài chính 2024 trong hạn mức nêu trên.

The Chairman of the Board of Directors is authorized to make specific decisions regarding the allocation and distribution of bonuses to key employees and the Executive Board of the Company based on the business results achieved in the fiscal year 2024 within the stated limits.

3. Thông qua việc chi trả thù lao/phụ cấp của HĐQT, BKS, tiền lương của Ban Điều hành

Approval of the Remuneration/Allowance for the Board of Directors, Supervisory Board, and Salaries of the Executive Board

Đại hội thông qua các nội dung về việc trả thù lao/phụ cấp cho các thành viên HĐQT, BKS và tiền lương của Ban điều hành và những người quản lý khác như sau:

The AGM approved the following contents regarding the remuneration/allowance for members of the Board of Directors, Supervisory Board, and salaries of the Executive Board and other managers:

* Tổng số tiền thù lao/phụ cấp chi trả cho các thành viên HĐQT, BKS trong năm 2024 là 996.000.000 đồng. Trong đó, thù lao/phụ cấp của mỗi thành viên HĐQT trong năm 2024 là 7.000.000 đồng/người/tháng và thù lao/phụ cấp của mỗi thành viên BKS trong năm 2024 là 4 triệu/người/tháng.

The total amount of remuneration/allowances paid to the members of the Board of Directors and the Supervisory Board in 2024 is 996.000.000 VND. Specifically, the remuneration/allowance for each member of the Board of Directors in 2024 is 7.000.000 VND per person per month, while the remuneration/allowance for each member of the Supervisory Board in 2024 is 4.000.000 VND per person per month.

Tiền lương, thưởng của Tổng giám đốc và các thành viên Ban Điều hành đã chi trong năm 2024 là 11.058.513.566 đồng.

The salary and bonuses for the General Director and the members of the Executive Board disbursed in 2024 amount to 11.058.513.566 VND.

Chi tiết tiền lương, thù lao/phụ cấp, thưởng của từng thành viên HĐQT, Tổng giám đốc và những người quản lý khác được nêu tại Báo cáo tài chính riêng đã kiểm toán năm 2024 và được công bố thông tin trên trang thông tin điện tử của công ty tại đường dẫn www.pti.com.vn.

Detailed information regarding the salaries, remuneration/allowances, and bonuses for each member of the Board of Directors, the General Director, and other managers is outlined in the audited separate financial statements for 2024, which are published on the Company's official website at www.pti.com.vn.

* Đối với năm tài chính 2025, tiền thù lao/phụ cấp sẽ chi trả cho các thành viên HĐQT, BKS trong năm 2025 là như sau: Số tiền thù lao/phụ cấp chi trả cho mỗi thành viên HĐQT là 7 triệu đồng/người/tháng; Số tiền thù lao/phụ cấp chi trả cho mỗi thành viên BKS là 4 triệu đồng/người/tháng.

For the fiscal year 2025, the remuneration/allowances payable to the members of the Board of Directors and the Supervisory Board will be as follows: The remuneration/allowance for each member of the Board of Directors will be 7.000.000 VND per person per month; the remuneration/allowance for each member of the Supervisory Board will be 4.000.000 VND per person per month.

Thù lao/phụ cấp trả cho các thành viên HĐQT, BKS được Tổng Công ty chi trả theo thời gian đảm nhiệm chức vụ thực tế của từng thành viên, chi trả định kỳ hàng tháng. Đối với số tiền thù lao/phụ cấp từ đầu năm đến thời điểm chi trả gần nhất sẽ được cộng dồn và chi trả tại thời điểm chi trả gần nhất.

The remuneration/allowances for the members of the Board of Directors and the Supervisory Board will be paid by the Company based on the actual time served in their roles, with payments made on a monthly basis. Any accumulated remuneration/allowances from the beginning of the year until the nearest payment date will be combined and paid at that time.

Tiền lương, thưởng của Ban Tổng Giám đốc và các thành viên Ban điều hành trong năm 2025 sẽ được chi trả trên cơ sở hợp đồng lao động và căn cứ theo thời gian đảm nhiệm chức vụ thực tế của từng thành viên.

The salaries and bonuses for the General Director Board and the members of the Executive Board in 2025 will be paid based on the employment contracts and according to the actual time served in their roles.

APPENDIX 1

REPORTS APPROVED AT THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2025

**(Attached are the Minutes of the Annual General Shareholders' Meeting 2025 of Post –
Telecommunication Joint Stock Insurance Company)**

MEETING AGENDA
ANNUAL GENERAL SHAREHOLDERS' MEETING 2025
POST – TELECOMMUNICATION JOINT STOCK INSURANCE COMPANY

Timing: 09:00 AM, Tuesday, April 22, 2025.

Venue: Headquarters of the Company, No. 95 Tran Thai Tong Street, Dich Vong Ward, Cau Giay District, Hanoi City.

No.	Content	Time
1	Registration of shareholders attending the General Shareholders' Meeting	9h00-9h20
2	Opening of the General Shareholders' Meeting	9h20-9h30
-	Report on the registration results of shareholders	
-	Introduction of the Chair/Presiding Committee and Meeting Secretary	
-	Election of the Vote Counting Committee	
-	Introduction of the meeting regulations	
-	Approval of the meeting agenda	
3	Presentation to the General Shareholders' Meeting of the Board of Directors' Report on Governance and the 2024 Activities of the Board of Directors and Individual Board Members	9h30-9h40
4	Presentation of the Executive Board's report on 2024 activities and 2025 business plan	9h40-9h50
5	Presentation of the Supervisory Board's report on the Company's performance and activities of the Board of Directors and Executive Board	9h50-10h00
6	Presentation on: 2024 audited financial statements; 2024 dividend rate; profit distribution for 2024; selection of auditing firm for 2025; remuneration for the Board of Directors, Supervisory Board, and Executive Board; business bonus policies for the Executive Board and key staff	10h00-10h10
7	Proposal for public offering of the Company's shares	10h10-10h15
8	Proposal for issuing shares to increase equity capital from the Company's own capital	10h15-10h20
9	Presentation on the election of members for the Board of Directors and Supervisory Board for the term 2025-2030	10h20-10h25
10	Discussion by the General Shareholders' Meeting	10h25-10h55
11	Voting and election by the General Shareholders' Meeting	10h55-11h00
12	Vote counting, ballot counting, and announcement of voting results	11h00-11h15
13	Announcement of the meeting minutes and resolutions of the General Shareholders' Meeting	11h15-11h30

No.: 30/2025/BC-PTI-HĐQT

Hanoi, April 22, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**Dear: Esteemed Shareholders of Post – Telecommunication Joint Stock
Insurance Company**

In accordance with the duties and powers of the Board of Directors (BOD) as stipulated in the Charter of the Company and the Law on Enterprises, the Board of Directors of Post – Telecommunication Joint Stock Insurance Company (PTI) hereby reports on the governance and operational results for the year 2024 of the Board of Directors and each member as follows:

1. General Report on the Activities of the BOD in 2024

In 2024, the BOD of PTI maintained a total of 09 members. At the Annual General Meeting of Shareholders (AGM) held on April 24, 2024, the AGM of the Company dismissed Mr. Jung Young, Mr. Mai Xuan Dung, and Mrs. Vu Nam Huong from their positions as members of the BOD and elected Mr. Lee Kang Jin, Mr. Nguyen Anh Duc, and Mrs. Nguyen Thi Hien as new members of the BOD for the term 2020-2025.

Throughout the year, the BOD organized quarterly regular meetings and held extraordinary meetings/obtained written opinions to vote on resolutions/decisions of the Company. The BOD resolutions issued are detailed in the 2024 Corporate Governance Report.

The Chairwoman of the BOD also directed various departments to review and propose amendments to internal regulations, rules, and processes, as well as to develop and complete sets of guidelines, conditions, and terms to enhance governance efficiency and improve the business conditions of the Company.

In terms of investment activities, the BOD made significant decisions regarding the divestiture/transfer of less effective investments of PTI and actively restructured current investments. As a result, investment activities in 2024 achieved positive outcomes.

In 2024, the BOD also implemented the work of issuing additional shares to increase equity from retained earnings, as per the resolution and authorization of the General Meeting of Shareholders. The issuance of additional shares to increase equity from retained earnings was completed on January 20, 2025, contributing to enhancing the charter capital capacity of the Company. However, compared to the market and the scale of PTI's operations, the charter capital of the Company remains relatively low.

Regarding personnel matters, the BOD approved changes in several senior management positions within the Company, contributing to improving the operational and governance capabilities of the Company in the future. The Chairwoman of the BOD assigned tasks to each member of the

Executive Board, ensuring that each member has full authority and responsibility for the assigned activities.

2. Supervisory Activities of the BOD in 2024

In 2024, the supervisory activities of the BOD over the Executive Board were carried out in accordance with the regulations in the Charter, Corporate Governance Regulations, internal management rules, task assignments, and current legal provisions, specifically:

- The BOD regularly monitored the executive work of the Executive Board regarding PTI's operational, business, and management activities; supervised the implementation of tasks according to the resolutions/decisions of the BOD/Chairwoman of the BOD as well as the resolutions issued by the General Meeting of Shareholders;
- Organized, directed, and strictly supervised the reporting and information disclosure regime of the Company (financial reports, annual reports, 2023 governance report, semi-annual governance report for 2024, periodic and extraordinary disclosures, etc.);
- Chaired, directed, and successfully organized the Annual General Meeting of Shareholders in 2024 on April 24, 2024;
- Monitored and prevented conflicts of interest among members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers;
- During supervisory activities, the Chairwoman of the BOD regularly organized meetings to discuss operational strategies with leadership staff at the Company and its subsidiaries, addressing any issues to provide timely strategic directives.

The BOD assessed that the Executive Board performed well in management and operations at PTI, ensuring compliance with resolutions of the GMS, the BOD, internal regulations, the Company's Charter, and legal requirements, resulting in good business performance in 2024. In particular, the BOD noted that the executive board provided timely management directives, allowing PTI to maintain stable operations despite significant incidents such as hacker attacks and the severe impact of Typhoon Yagi.

3. Remuneration/Allowances, Operational Costs, and Other Benefits of the Board of Directors

The remuneration/allowances for each member of the Board of Directors in 2024 are detailed in the summary proposal from the BOD regarding remuneration/allowances for the BOD, the Supervisory Board, and salaries of the Executive Board.

4. Transactions between PTI and Related Parties

- The procedures for approving transactions between PTI and related parties were conducted rigorously, ensuring compliance with legal regulations and PTI's internal policies.
- Transactions between PTI and related parties were approved by the BOD and are presented in the 2024 Corporate Governance Report.

5. Activities of the Members of the Board of Directors

5.1. General Activities of the Members of the Board of Directors

In 2024, the members of the BOD attended all BOD meetings and provided opinions/votes on matters presented for consideration. However, the Korean members, Mr. Lee Kang Jin and Mr. Koo Young Joo, frequently did not attend the BOD meetings in person and authorized Mr. Park

Ki Hyun to attend and vote on their behalf. The absence of direct input from these members affected the quality of discussions at the Company's BOD meetings.

The remaining BOD members performed their functions and duties with a high sense of responsibility, honesty, and caution to ensure the maximum legal interests of the Company and the shareholders' benefits. Overall, each BOD member completed their assigned tasks, adhering to the regulations of the Charter, legal provisions, and task assignments from the BOD.

Specifically:

- (i) The Chairwoman of the BOD effectively exercised the powers and duties as stipulated by law, PTI's internal regulations, and the resolutions of the BOD and GMS, effectively directing the Executive Board to implement the BOD's resolutions;
- (ii) Non-executive BOD members contributed positively in advising and providing opinions to the Executive Board regarding governance, management of business operations, organizational management, and investment governance of the Company;
- (iii) The independent member of the Board regularly participated in discussions and made important contributions in advising, appraising, and issuing regulations and policies of the Company, as well as participating in councils/committees as assigned by the BOD/Chairwoman of the BOD. Notably, in the work of the Human Resources Subcommittee and the salary council, this member directly contributed to developing the salary scales and tables and participated in appraising key personnel appointments/dismissals; they maintained regular communication with employees to foster trust and motivation in carrying out assigned tasks during the restructuring of the business governance model.

In organizational governance, the BOD members, especially the Chairman, frequently communicated and provided direction to improve the functional map of the Company.

However, regarding some important decisions, such as issuing additional shares to the public to enhance the Company's financial capacity and approving transaction frameworks with related parties to facilitate transactions in the year,... the Board has yet to receive unanimous support from the DB shareholders and the BOD members nominated by the DB shareholders. It is hoped that in the future, DB shareholders and the nominated BOD members will make better decisions with a common goal to further support PTI's interests and sustainable development.

5.2. Evaluation by the Independent Member of the BOD on the Activities of the BOD

The meetings of the BOD were conducted in accordance with legal regulations regarding the number of meetings and the procedures for these meetings. The topics presented for reporting and opinion gathering complied with the authority as stipulated by law and the Company's Charter.

The BOD successfully established a reasonable organizational management structure, making flexible and timely decisions that helped address issues arising from fluctuations in the financial and insurance markets, particularly changes in legal policies and product risks.

The timely decisions and directives from the BOD, along with the close management by the Executive Board over PTI's operations, contributed to enhanced operational efficiency, cost optimization, risk control, and minimized losses in investment and business activities, thereby improving PTI's competitiveness in the market.

Additionally, the BOD directed the Executive Board to take timely actions in governance and operations, ensuring that PTI maintained stable operations in the face of significant incidents such

as hacker attacks and the severe impact of Typhoon Yagi, thereby improving the Company's operational effectiveness.

6. Summary of the Activities of the Board of Directors for the Term 2020-2025

The term 2020-2025 has been a challenging and dynamic period for PTI. The company faced many adverse factors, from the COVID-19 pandemic and the divestment of the major shareholder VNPOST to continuous adjustments and improvements in the insurance product system, as well as fluctuations in senior personnel.

For the BOD, this term has also been special with many changes in personnel. However, overall, the BOD for the term 2020-2025 has made significant efforts to overcome challenges and achieve many important accomplishments:

- The BOD successfully led PTI in a comprehensive restructuring effort, from reorganizing and improving the business model, consolidating conditions for effective operations, to enhancing product governance, strictly controlling costs, managing risks, and maintaining a reasonable combined ratio, ensuring the company's key financial targets.
- During the restructuring process, PTI experienced unavoidable trade-offs as revenue declined, affecting market share and position; at the same time, many key personnel left the company. Nevertheless, PTI remained committed to its strategic direction and effectively managed emerging risks.

As of now, it can be objectively affirmed that PTI has basically completed the restructuring process, laying a solid foundation to be ready to enter a new development phase, aiming for strong and sustainable growth in the future.

7. Operational Orientation of PTI for 2025

7.1. Organizational Management Goals

- Continue to strengthen the organizational management structure of PTI to enhance organizational capacity and strategic management capabilities for future business development;
- Perfect the system of regulations, policies, and procedures at the Company in accordance with the customer value chain, ensuring compliance monitoring and effective control;
- Continue implementing capital mobilization plans to supplement and enhance the Company's capital capacity;
- Invest in technology and digitalization to strengthen data infrastructure, application for sales and mining, and IT systems that provide business data and support R&D, risk management, and performance management.
- Enhance the use of artificial intelligence (AI) to improve employee productivity within the system.

7.2. Business Activity Orientation

- Continue to standardize recruitment and training processes for the sales channel team to meet PTI's standards and business positioning;
- Refine the insurance product portfolio according to target customer segments to boost the development capacity of direct sales channels and add capabilities for commission-based sales models;
- Expand business operations by developing additional retail points nationwide;

- Select target customer criteria that align with PTI's capabilities and business position;
- Build and develop the capabilities of the customer director team, relationships with reinsurers, and customer appraisal skills;
- Maintain a strong business position and market share in motor vehicle insurance and personal insurance.
- Enhance activities in technical property insurance and insurance bidding;
- Perfect the business model and build distribution management capabilities according to the commission-based business model.

7.3. Investment Orientation Related to Financial Investments

- Investment activities will ensure safety and efficiency, providing sustainable profits. In 2025, based on market conditions, the Company may allocate funds and increase investments in securities to enhance investment returns.
- Strengthen risk control and decisively address unproductive investments.

Based on the business performance in 2024 and market conditions in 2025, the BOD and the Executive Board have agreed on the business targets for 2025 as follows:

Indicators	Plan (billion VND)
Revenue from insurance business activities	4,550
Revenue from financial investment activities	287.9
Profit before corporate income tax	320
Profit after corporate income tax	256

The specific content of the 2025 business plan is detailed in the Executive Board's report on activities in 2024 and the business plan for 2025.

Dear Shareholders, this is the report from the Board of Directors of Post – Telecommunication Joint Stock Insurance Company, presented for the General Shareholders' Meeting for consideration and approval.

On behalf of the BOD, I wish the meeting great success and wish all Shareholders good health, happiness, and success.

**FOR THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOD**

(Signed)

Pham Minh Huong

Ha Noi, April 22, 2025

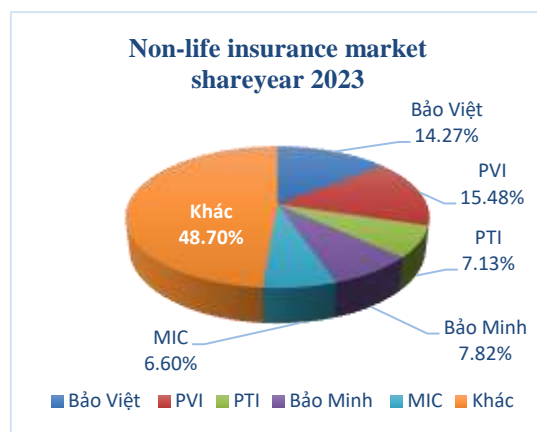
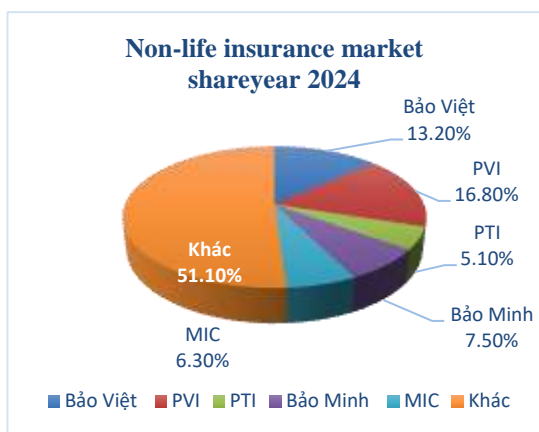
**REPORT OF THE BOARD OF MANAGEMENT
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

1. Results of Operations in 2024

1.1. Business Operations in the Insurance Sector in 2024

- The year 2024 continued to be assessed as a challenging year for the non-life insurance market in Vietnam, but the entire market still recorded positive results with total revenue reaching VND 79.348 trillion, an increase of 11.7% compared to the same period last year, higher than the growth rate of only about 3% in 2023.
- Health insurance continued to lead the market with revenue of VND 28.744 trillion, accounting for 33.5% of total revenue and growing strongly by 20.8%. The main growth driver came from the increasing demand for healthcare among the population, especially as out-of-pocket medical expenses in Vietnam reached 43%, double the WHO's recommendation. However, this sector faces many challenges such as high claim ratios, complex fraud situations, and rising medical costs due to healthcare autonomy policies and increasing hospital abuse by a large number of insured customers.
- After a revenue decline of about 2% in 2023, motor vehicle insurance saw a return to growth of about 5% in 2024, with revenue reaching VND 18.693 trillion, accounting for 25% of the non-life insurance market share. Following a decline at the beginning of the year, the market recovered due to a 12.6% increase in vehicle sales driven by policies supporting registration fees. However, with the trend of increasing claim ratios, particularly in property damage insurance, ensuring sustainable business for motor vehicle insurance remains a significant challenge for most non-life insurance companies in the market, aimed at maintaining long-term profitability. The year 2024 also marked a strong development in electric vehicles, requiring companies to have appropriate product policies for this new type of vehicle.
- The year 2024 was marked by a significant loss event for the entire market in general and property insurance in particular, namely storm No. 3 (storm Yagi). The market suffered heavily from damages caused by the storm, with over 6,203 loss incidents and estimated compensation reaching VND 10.236 trillion. The growth rate of the property insurance market was also significantly slower than the overall market, focusing heavily on PVI, which is the largest revenue-generating unit in the market, while most companies in the top 5 recorded very small growth or revenue declines.
- Marine and cargo insurance recorded good growth (13.1% and 12.9%) but also faced many challenges. The maritime transport market was affected by conflicts in the Red Sea and the Suez Canal, while domestic competition over fees and insurance conditions remained fierce. Losses from storm Yagi also caused significant damage with over 590 claims, estimated to pay more than VND 174 billion.

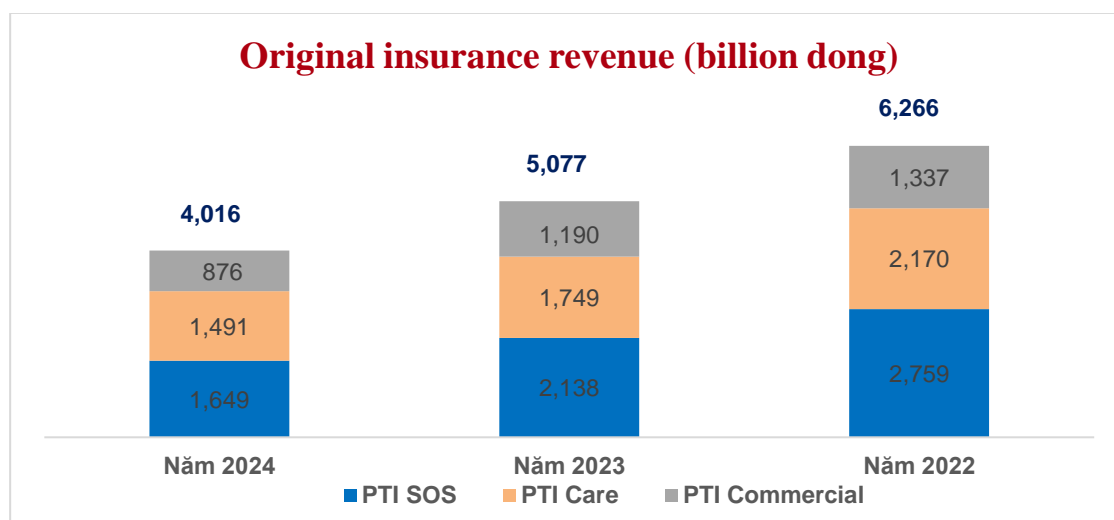
- With the significant loss impact mentioned above, the international reinsurance market also evaluated and adjusted its view of the Vietnamese market. Accordingly, the average reinsurance commission showed a decrease of about 1-3% and added many regulations on controlling input risks as well as increasing fees for customers with significant losses.
- Overall, the non-life insurance market in Vietnam is developing positively but faces many challenges. Competition over fees and insurance conditions is fierce in almost all sectors, while claim ratios are rising due to natural disasters and inflation in costs. Companies need to balance revenue growth with risk control while complying with new regulations on compulsory insurance, the Insurance Business Law, and other legal documents to ensure sustainable development in 2025.



Source: Vietnam Insurance Association

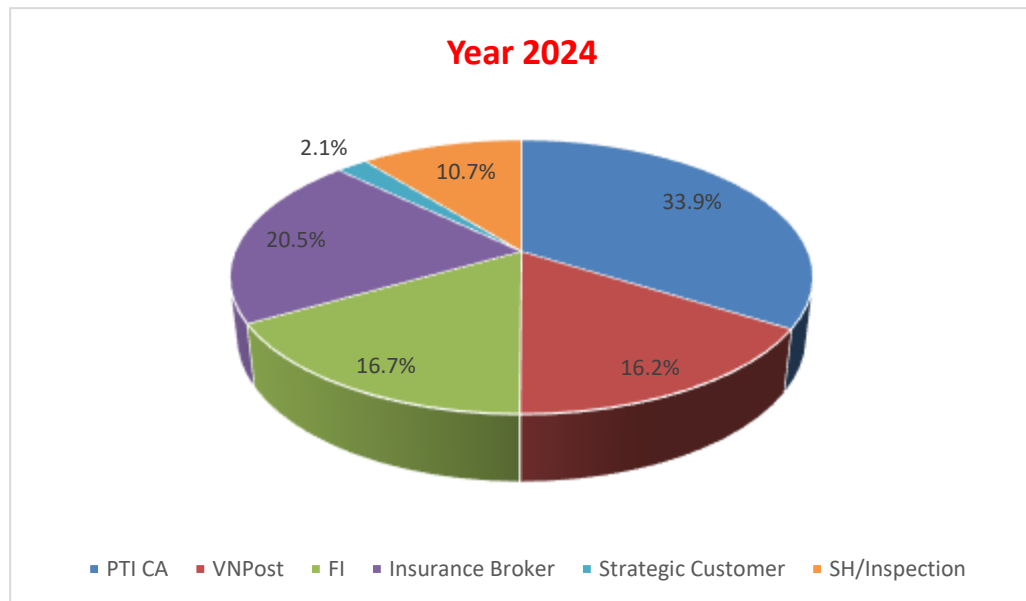
➤ Results of PTI's Business Operations in 2024:

Insurance Business by Product



- Revenue from PTI's core insurance business in 2024 reached VND 4,016 billion, a decrease of 20.9% compared to 2023.
- Most of PTI's insurance product revenues in 2024 experienced negative growth compared to 2023 as PTI continued to proactively reassess its product structure, applying strict business policies and focusing on promoting effective product lines with low distribution costs instead of solely focusing on revenue growth at all costs.

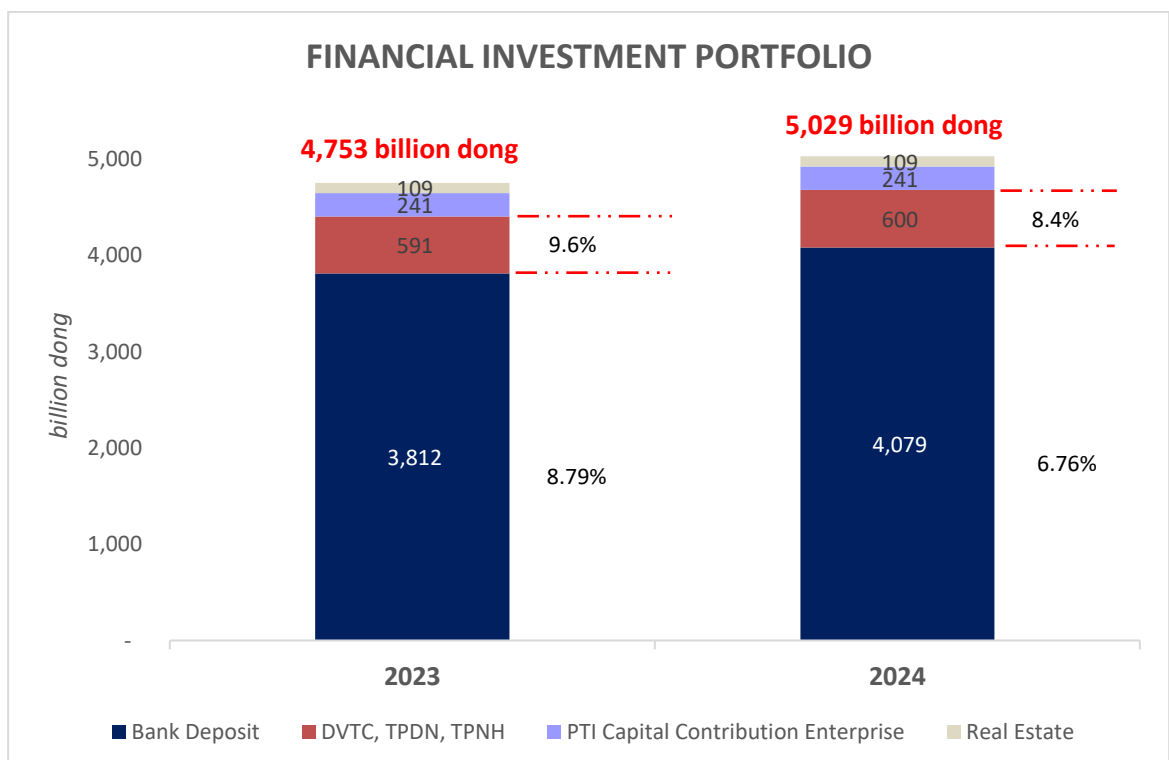
Insurance Business by Channel:



- Overall, the revenue share generated through the PTI CA channel in 2024 still accounted for the largest proportion in PTI's revenue structure.
- Additionally, PTI's major traditional distribution channels continued to hold significant proportions, such as the Brokerage Channel, VNPost, Banking Channel, and financial organizations.
- In 2024, PTI proactively adjusted ineffective products in the channel, researched and applied insurance products more suitable for target customer segments, while also enhancing product digitization, improving customer experience and convenience for sellers.

➤ **Financial Investment Revenue**

• **Investment Results in 2024**



With the guiding principle of "Safety, Caution, and Optimizing Opportunities for Efficiency," in 2024, PTI's investment portfolio remained focused on highly liquid assets such as deposits and bonds, accounting for over 90% of the total portfolio.

In the context of low market interest rates, financial revenue in 2024 reached VND 334 billion, with significant investment items in 2024 including:

- Interest from term deposits: approximately VND 270 billion, thanks to correctly predicting the downward trend of interest rates in the second half of 2023, PTI focused on allocating capital to long-term deposits over 12 months, thus benefiting from attractive yields in the first half of 2024.
- Bond investment income: approximately VND 64 billion, PTI assessed that mobilization interest rates had dropped significantly, and the bond market showed many signs of recovery after restructuring and market standardization. Therefore, PTI prudently chose to invest in bonds issued by reputable organizations with high liquidity in the market, achieving significantly higher investment yields than deposits.
- Short-term securities trading profit: In 2024, PTI did not allocate its investment portfolio into stocks.

➤ **Performance Compared to Plan:**

Indicator	Plan (VND billion)	Actual 2024 (VND billion)	Completion Rate
Direct insurance premium	5,353	4,016	75.0%
Profit before tax	220	403	183.1%
Profit after tax	175	322	183.9%
Dividend Payout Ratio	0%	0%	

Core insurance revenue in 2024 reached VND 4,016 billion, completing 75.0% of the plan.

Profit after tax for 2024 was VND 322 billion, completing 183.1% of the set plan, and increasing by 26.0% compared to the profit achieved in 2023 (the same period last year, PTI's profit after tax was VND 253 billion), resulting in a significant profit in 2024, exceeding the plan.

➤ **PTI's Position in the Insurance Market:**

- With the strategic goal of strengthening management, improving operational conditions, and enhancing human resources, without heavily focusing on revenue growth during this period, PTI temporarily ranked 8th in market share among all non-life insurance companies in 2024.
- At the beginning of 2025, PTI continued to affirm its position and potential as it was consecutively rated for the sixth time by the international financial rating organization A.M. Best (A.M. Best – one of the most reputable rating organizations in the world, recognized by the U.S. Securities and Exchange Commission) with a financial rating of B++ (Good) and a long-term credit rating of bbb. A.M. Best particularly appreciated PTI through its diverse distribution channels, comprehensive sales, and customer care network.

1.2. Financial Situation

Key Financial Indicators

Overall, the company maintained a stable and safe asset structure, combined with flexible adjustments depending on the macro and micro market conditions to ensure optimal profits while adhering to risk management principles.

Business Performance Indicators

Unit: Billion Dong

Indicator	Year 2022	Year 2023	Năm 2024	% Increase/Decrease	
				2024 compared to 2023	2024 compared to 2022
Net Revenue	5,152.967	4,878.341	3,891.281	-20.23%	-24.48%
Total Insurance Claims	2,262.282	2,187.728	1,642.198	-24.94%	-27.41%
Total Operating Expenses	5,353.406	4,567.751	3,450.195	-24.47%	-35.55%
Administrative Expenses	252.912	208.654	199.680	-4.30%	-21.05%
Profit from Business Operations	-344.675	311.671	390.980	25.45%	-213.43%
Other Profit	1.102	8.087	8.991	11.18%	716.16%
Profit Before Tax	-343.574	319.758	402.743	25.95%	-217.22%
Profit After Tax	-347.376	252.869	321.752	27.24%	-192.62%
Combined Ratio	110.36%	97.56%	92.74%	-4.94%	-15.96%

The profit of PTI in 2024 reached an impressive figure, exceeding the plan for several key reasons:

- + PTI's investment activities continued to achieve good results: deposit and bond investments provided safety and optimal efficiency.
- + Profit from insurance business operations in 2024 was VND 391 billion, an increase of 25.5% compared to the same period last year.
- + Total insurance claims in 2024 were VND 1.642 trillion, a decrease of 24.9%, equivalent to a reduction of VND 546 billion compared to 2023, indicating that PTI's measures to control claim ratios have been effective, especially for PTI Care and PTI SOS products.
- + Administrative expenses in 2024 were VND 200 billion, a decrease of 4.3%, equivalent to a reduction of VND 9 billion compared to 2023.
- + Optimizing business costs, management costs, and effectively controlling claim ratios contributed to the reduction of total operating expenses in 2024, which amounted to VND 3.451 trillion, a decrease of 24.47%, equivalent to a reduction of VND 1.117 trillion compared to 2023.
- + The combined ratio helps evaluate the profitability of insurance companies (a ratio below 100% indicates profitability). In 2024, PTI's combined ratio was 92.74%, a decrease of 4.94% compared to 2023. The significant decrease in the combined ratio compared to the previous

year is a positive signal for PTI's insurance business, indicating a high level of financial safety for the corporation.

Indicators on Structure and Effectiveness - Balance Sheet

Unit: Billion Dong

Indicator	31/12/2022	31/12/2023	31/12/2024	% Increase/Decrease	
				31/12/24 vs 31/12/23	31/12/24 vs 31/12/23
Total Assets	8,374.885	8,218.792	8,424.304	2.50%	0.59%
Cash and Cash Equivalents	239.723	704.507	30.381	-95.69%	-87.33%
Current Assets	7,466.558	7,127.718	6,756.022	-5.21%	-9.52%
Long-term Assets	908.326	1,091.074	1,668.283	52.90%	83.67%
Current Liabilities	6,558.210	6,151.978	6,029.068	-2.00%	-8.07%
Total Liabilities	6,563.342	6,154.518	6,038.351	-1.89%	-8.00%
Owner's Equity	1,811.543	2,064.274	2,385.953	15.58%	31.71%
Liquidity Ratios					
General Liquidity Ratio	1.28	1.34	1.40	4.47%	9.34%
Current Liquidity Ratio	1.14	1.16	1.12	-3.28%	-1.57%
Quick Liquidity Ratio	1.14	1.16	1.12	-3.28%	-1.56%
Capital structure Ratio					
Debt/Total Assets Ratio	0.78	0.75	0.72	-4.28%	-8.54%
Debt/Owner's Equity Ratio	3.62	2.98	2.54	-14.93%	-30.00%
Operational Efficiency Indicators					
+ Total Asset Turnover	0.61	0.59	0.47	-20.47%	-23.14%

As of December 31, 2024, PTI's total assets reached over VND 8.424 trillion, an increase of 2.5% compared to the end of 2023 and an increase of 0.59% compared to the end of 2022.

- + Cash and cash equivalents at the end of 2024 were VND 30.4 billion, a decrease of VND 674 billion compared to the beginning of the year, equivalent to a 95.69% increase. The significant reduction in cash equivalents at the end of 2024 was due to the absence of deposit contracts with terms under 3 months, and the cash balance on the system was nearly zero. This is a necessary preparation because from July 1, 2025, the law requires non-cash payment documents for all transactions of purchasing goods and services.
- + Total liabilities of the Corporation as of December 31, 2024, were VND 6.038 trillion, a decrease of VND 116 billion compared to the beginning of the year, corresponding to a decrease of 1.89%. Liabilities as of December 31, 2024, mainly consisted of insurance reserves amounting to VND 4.424 trillion (accounting for 73.26% of total liabilities).

- + The general liquidity ratio and quick liquidity ratio of the Corporation as of December 31, 2024, were maintained at safe levels (greater than 1), respectively 1.40 and 1.12.
- + The debt/total assets ratio of the Corporation as of December 31, 2024, was 72%, a decrease of 4.28% compared to December 31, 2023.

Thus, the Corporation's asset structure has always been maintained at a stable and safe level, reflecting financial safety and the Corporation's commitment to ensuring the rights of customers, shareholders, and other partners.

1.3. Other Activities

- As a company operating in the financial insurance service sector, PTI's products do not have significant direct impacts on the environment during operation. However, PTI understands that many actions may need to be taken daily to minimize adverse impacts on the environment. Therefore, PTI identifies the need for management change and focuses on three main issues: Compliance with environmental management regulations; Managing environmental impact; Promoting green living awareness.

2. Operational Orientation for 2025

➤ Insurance Business Operations

- PTI's insurance product system in 2025 will continue to be positioned according to comprehensive solution groups:
 - + PTI SOS – Accident, motor vehicle, and personal property insurance
 - + PTI Care – Travel, health, and critical illness insurance
 - + PTI Commercial – Consulting experts for risk insurance solutions for corporate customers;
- PTI's product strategy aims to provide customers with easy access to insurance solutions, allowing them to have a full range of choices that meet their protection needs at reasonable costs.
- To realize this strategy, PTI is focusing on improving its product management system through data, building product programs based on customer analysis, market analysis, and packaging suitable for each target customer group. Combined with pricing capabilities, PTI can provide the market with new products with high reliability regarding benefits and truly competitive value.
- PTI continues to enhance its operational product management capacity through centralized management tools, ensuring that product policies are within control and can be adjusted to fit market conditions.
- PTI's health insurance program is also being repackaged with the positioning of Caring Beyond Insurance to provide customers with a complete service experience, from business leaders to individual employees. PTI aims to provide customers with knowledge about health science and life science to help them enhance their awareness of maintaining natural health for themselves and their families.
- The team of risk insurance solution consultants for corporate customers is planned nationwide, ready to accompany the sales team in recommending safety in operations and building optimal insurance programs for businesses.

In summary, PTI maintains a product development strategy toward sustainability, addressing the legitimate needs of the majority of customers with the spirit of Insight – Interbeing – Innovation.

➤ Financial Investment Activities in 2025

In 2025, PTI will continue to allocate its investment portfolio mainly into fixed-interest assets such as deposits with credit institutions, credit institution bonds, and corporate bonds.

Additionally, in the context of low deposit interest rates maintained from 2024 to now, diversifying the investment portfolio into stocks is necessary to enhance PTI's investment efficiency.

The current and future macroeconomic context is creating numerous opportunities for investment channels such as bonds and stocks:

- (1) Global Economy has passed the monetary tightening cycle, and geopolitical conflicts are easing;
- (2) The Politburo and the Government aim for a high economic growth rate (8%) for 2025, laying the groundwork for a double-digit growth cycle in subsequent years, focus on institutional reforms, administrative reforms, attracting FDI, and facilitating private sector investment, expanding strong fiscal policies while maintaining a loose monetary policy;
- (3) Listed companies have begun to recover after a challenging period, opening up growth opportunities;
- (4) Market Valuation: Many stocks are currently attractively priced compared to their growth potential;
- (5) There is a high probability that Vietnam will be upgraded to Emerging Market status by FTSE in September 2025.

Investment Operating Principles at PTI:

- Compliance with legal regulations regarding the investment activities of non-life insurance companies;
- Ensuring safety, liquidity, and flexibility in investment operations;
- Ensuring long-term development goals, optimizing cash flow, and shareholder benefits.

3. Business Goals for 2025:

Unit: Billion dong

No.	Indicator	Actual for 2024	Plan for 2025
1	Revenue from insurance business operations	4,016.113	4,550.000
2	Profit before tax	402.743	320.000
3	Profit after tax	321.752	256.000
4	Dividend ratio	0%	0%

The above is the report on the operational results for 2024 and the business plan for 2025 of the Postal Insurance Corporation. The Executive Board respectfully submits it to the General Meeting of Shareholders for consideration and approval.

On behalf of the Executive Board, I would like to express my gratitude to the esteemed shareholders and wish them health, happiness, and success!

FOR THE EXECUTIVE BOARD
GENERAL DIRECTOR

(Signed)

Hoang Thi Yen

Note: This document may be amended/supplemented and submitted to the General Meeting of Shareholders for consideration and decision at the meeting.

Ha Noi, April 22, 2025

**REPORT OF THE SUPERVISORY BOARD
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2024**

Dear: - Shareholders
- Shareholder Representatives
- Distinguished Guests

In accordance with the provisions of the Enterprise Law, the Charter of the Joint Stock Insurance Corporation of Vietnam Post, the Organization and Operation Regulations of the Supervisory Board, and current regulations, the Supervisory Board would like to report to the General Meeting of Shareholders on the following key contents:

I. OPERATION STATUS OF THE SUPERVISORY BOARD IN 2024

1. Number of Members of the Supervisory Board

In 2024, the Supervisory Board maintained a total of 05 members, including 01 Head of the Board and 04 Supervisors. At the Annual General Meeting (AGM) on April 24, 2024, the AGM of the Corporation dismissed Mr. Lee Tae Hun from his position as a member of the Supervisory Board and elected Mr. Yang Young Un as a member for the term 2020-2025 to replace the dismissed member.

2. Operational Status of the Supervisory Board in 2024

- In 2024, the Supervisory Board held 02 regular meetings and exchanged to consolidate the organizational structure and operations of the Board, as well as to implement assigned tasks.
- Developed plans and monitoring programs, assigned tasks to members for implementation, and maintained regular meeting schedules as required.
- Directly coordinated with functional departments of the Corporation to ensure compliance with legal regulations, the Charter, resolutions of the AGM, resolutions of the Board of Directors (BOD), and internal management decisions of the Corporation.
- Assessed business results, financial reports, analyzed financial conditions, operational efficiency, capital preservation and development, and significant risks.
- Attended regular meetings of the BOD, contributed opinions on business management direction, financial management, and improvement of management regulations.
- Regularly communicated and coordinated with the BOD and Executive Board in monitoring and controlling the Corporation's activities, timely informing the Executive Board of significant risks affecting shareholder interests, and recommending solutions.

- Members of the Supervisory Board performed their duties honestly, carefully, and did not obstruct the Corporation's business operations. The remuneration of the Supervisory Board in 2024 is detailed in the proposal from the BOD regarding remuneration for the BOD, Supervisory Board, and salaries of the Executive Board. Accordingly, the remuneration/subsidy paid to each member of the Supervisory Board is 4 million VND/person/month. The remuneration for Supervisory Board members is paid by the Corporation based on the actual time served by each member, paid monthly.
- Regarding related transactions of PTI: transactions between PTI and related parties were conducted according to the proper procedures and in accordance with legal regulations, the Charter, and the internal governance regulations of the Corporation. Transactions between the Corporation and related parties approved by the BOD were executed and disclosed in accordance with regulations.

II. RESULTS OF INSPECTION AND MONITORING WORK IN 2024

1. Results for 2024

a. Assessment of Financial Reports

- The recording, storage of documents, accounting information systems, and bookkeeping were fundamentally performed in accordance with current regulations. The indicators of the financial reports as of December 31, 2024, were classified in accordance with the guidelines in Circular No. 232/2012/TT-BTC issued by the Ministry of Finance on December 28, 2012; Circular No. 200/2014/TT-BTC and Circular No. 202/2014/TT-BTC issued by the Ministry of Finance.
- The Supervisory Board assessed that PTI had organized accounting, opened books in accordance with regulations. The separate financial statements and consolidated financial statements of PTI accurately reflected the financial situation of the Corporation and the results of business operations and cash flows in accordance with Vietnamese Accounting Standards, the accounting regime for insurance enterprises issued under Circular No. 232/2012/TT-BTC by the Ministry of Finance on December 28, 2012, and other legal provisions related to the preparation and presentation of financial statements. The separate and consolidated financial statements of PTI were audited/reviewed by Ernst & Young Vietnam Co., Ltd. with an unqualified opinion.
- On significant aspects, the financial statements accurately and reasonably reflected the financial situation of the Corporation as of December 31, 2024.

b. Some Basic Financial Indicators in Consolidated Financial Statements:

No.	Indicator	Unit	Year 2023	Year 2024
I	Total Assets	Million dong	8,218,792	8,424,304
1	Current Assets	Million dong	7,127,718	6,756,022
2	Long-term Assets	Million dong	1,091,074	1,668,283
3	Goodwill	Million dong	-	-

II	Total Liabilities	Million dong	8,218,792	8,424,304
1	Payables	Million dong	6,154,518	6,038,351
2	Equity	Million dong	2,064,274	2,385,953
3	Non-controlling interests	Million dong		
III	Liquidity Ratios			
	Current Ratio	Times	1.16	1.12
	Quick Ratio	Times	1.16	1.12
IV	Capital Structure			
1	Payables/Total Liabilities	%	74.9%	71.7%
2	Equity/Total Liabilities	%	25.1%	28.3%
V	Profitability			
1	Net Profit After Tax	Million dong	252,869	324,003
2	ROE (Net Profit/Equity)	%	13.05%	14.46%
3	ROA (Net Profit/Total Assets)	%	3.10%	3.9%
VI	Basic Earnings Per Share (excluding reward and welfare funds)	Dong	3,145	4,002

c. Provision Fund Status as of December 31, 2024:

Content	Unit	Balance 01/01/2024	Implementation in 2024		
			Increase	Use	Balance 31/12/2024
1. Professional Reserve Fund	Tr.đồng	3,064,274			2,761,792
- Unearned premium reserve	Million dong	2,022,101	-403,333		1,618,768
- Claim reserve	Million dong	874,804	70,748		945,551
- Catastrophe reserve	Million dong	167,369	29,221		196,590
2. Capital and Enterprise Fund	Million dong	1,740,937			1,740,937
- Equity	Million dong	803,957			803,957

- Share premium	Million dong	827,943			827,943
- Development Investment Fund	Million dong	28,642			28,642
- Mandatory Reserve Fund	Million dong	80,396			80,396

d, Performance of 2024 Targets:

No.	Indicator	Unit	Plan 2024	Actual 2024	Actual/Plan (%)
1	Revenue from Business Operations	Million dong	5,353,000	4,016,113	75%
2	Revenue from Financial Operations	Million dong	279,200	336,756	121%
3	Profit Before Tax	Million dong	220,000	402,743	183%
4	Profit After Tax	Million dong	175,000	321,752	184%

e, Performance of 2024 Indicators Compared to 2023:

Indicator	Unit	Thực hiện 2024	Thực hiện 2023	Năm nay/ Năm trước (%)
I, Revenue	Million dong	4,110,677	5,170,798	79%
1, Net Revenue from Business Operations	Million dong	3,891,281	4,878,341	80%
2, Financial Operating Revenue	Million dong	204,949	271,718	75%
3, Other Income	Million dong	14,447	20,738	70%
II, Business Expenses	Million dong	3,710,707	4,851,629	76%
1, Insurance Operation Expenses	Million dong	3,450,195	4,567,751	76%
2, Financial Operation Expenses	Million dong	56,434	65,750	86%

3, Other Expenses	Million dong	4,398	9,474	46%
4, Enterprise Management Expenses	Million dong	199,680	208,654	96%
III, Profit (Loss) from Associated Companies	Million dong	2,773	590	470%
IV, Profit Before Tax	Million dong	402,743	319,758	126%

2. Results of Inspection and Monitoring Work in 2024

a, Activities of the Board of Directors (BOD):

In 2024, the Board of Directors of the Corporation operated in accordance with the Charter and the Enterprise Law. The BOD held a total of 05 regular quarterly meetings and issued resolutions on the matters approved and disclosed in compliance with legal regulations,

The Supervisory Board evaluates that:

- The strategy set by the BOD aligns with the development requirements of the Corporation during various phases. The BOD directed the Executive Board to focus on business, adhering closely to strategic orientations, and to build action programs for the vigorous and synchronized implementation of solutions to achieve the goals and plans assigned by the AGM amid complex economic developments and changes in regulations and policies,
- The resolutions and decisions of the BOD in 2024 closely followed the sustainable development goals set by the AGM. They improved, built, and issued internal regulations, decentralized internal governance for business operations, organizational management, creating favorable conditions for the Executive Board to execute their tasks,
- Internal regulations on operational activities were reviewed and issued, ensuring a mechanism for control and risk management linked to each business process. They ensured the maintenance of safety limits and ratios in insurance operations in accordance with the Ministry of Finance's regulations,
- The organization of BOD meetings complied with current regulatory requirements regarding procedures, conditions, content, format, documentation, and meeting times,

b, Results of Key Task Implementation

- In 2024, the company continued to refine and implement the Function Map of the Corporation. The coordination and communication among management axes have gradually become clearer and smoother within the system, ensuring a customer-oriented goal, thereby positively supporting business operations across the entire system,
- In 2024, the subcommittees, including the Strategy Subcommittee, Asset Management and Financial Business Subcommittee, and Human Resources Subcommittee, assisted the BOD in effectively managing their tasks,
- Continued to streamline the management apparatus to ensure the business efficiency of the Corporation,

c, Monitoring Results for the CEO and Management Staff

The Executive Board's operations generally complied with the Charter and resolutions of the AGM and the BOD of the Corporation. They proactively implemented synchronized solutions regarding mechanisms, markets, personnel, IT, promotions, risk management, etc., to execute major programs according to the resolutions/decisions of the AGM and the BOD,

Results for 2024:

- Achieved 184% of the annual profit plan with after-tax profit reaching 322 billion VND
- Total operating costs for insurance business in 2024 were 3,450 billion VND, a 24% reduction, equivalent to a decrease of 1,117 billion VND compared to 2023
- Market share: For the first time, PTI did not belong to the top 5 market shares in terms of insurance premium revenue. However, this reduction in market share is an inevitable factor and aligns with the phase where the Corporation proactively controls insurance premium revenue sources,
- Financial investment activities in 2024 of PTI decreased compared to 2023, specifically, net profit from financial activities dropped by 27.9%, equivalent to a decrease of 57.4 billion VND,

The Supervisory Board evaluates that the CEO and management staff have made significant efforts in implementing and refining business conditions, quickly adapting to changes at PTI. In 2024, members of the Executive Board provided timely directives and management in addressing IT issues, the impact of Typhoon Yagi, as well as other activities of the Corporation, ensuring the Corporation's operations achieve the best results,

Although business revenue did not meet the projected targets, operational efficiency and profitability were very positive. This also serves as a foundation for PTI's development in the coming years,

d, Coordination of the Supervisory Board with the BOD, CEO, and Other Executives

The Board of Directors, CEO, other executives, and the Supervisory Board have performed their functions and duties as prescribed by the Enterprise Law, the Charter, and the internal governance regulations of the Corporation. They have collaborated in planning, managing, directing, and controlling the Corporation. Regarding the coordination between the Supervisory Board and the evaluation of the BOD, CEO, and other executives, the following points are noted:

- With the BOD and Executive Board, members of the Supervisory Board participated in BOD meetings and provided opinions on the issues presented to make decisions that yield the highest effectiveness for the Corporation and its shareholders.
- With other management staff: During the working process, the Supervisory Board closely coordinated with the finance and accounting department, planning, legal control, and corporate governance to ensure that PTI's management activities are conducted in accordance with the law, proper procedures, and state orientation,

The Supervisory Board performs its duties honestly and carefully for the common development goal of the Corporation and does not obstruct the activities of the BOD and the Executive Board,

III, RECOMMENDATIONS OF THE SUPERVISORY BOARD

Based on its functions and duties, the Supervisory Board recommends that the BOD and Executive Board consider the following contents:

- Adhere to the goals of safe, effective, and sustainable development;

- Ensure that the Corporation achieves good business efficiency alongside maintaining its insurance market share;
- Invest in and accelerate the modernization of products and services; build operational processes towards enhancing digital transformation applications to meet new business trend requirements, optimize operational costs, and increase system capacity;
- Personalize products and product programs according to the risks and financial conditions of each customer, enabling customers to have full choices when participating in PTI's products/services;
- Continue to manage business costs tightly and effectively, especially management and compensation costs (both actual payments and provisions), closely control exploitation and compensation activities, and quickly digitize the issuance and compensation assessment processes to enhance customer experience and minimize insurance fraud, ensuring control over the combined ratio;
- Strengthen the management of receivables, especially bad debts and hard-to-collect debts arising from previous years, and limit the emergence of new bad debts,
- Improve and perfect investment activities to professionalize this department and provide a safe, stable profit source for PTI;
- Direct the implementation of organizational management activities and human resource development, build competency frameworks, and focus on training high-quality human resources to meet market development requirements, especially for leadership teams and specialists in core non-life insurance activities,

This report outlines the activities of the Supervisory Board in 2024 as well as the recommendations and proposals of the Supervisory Board for 2025. On behalf of the Supervisory Board, I sincerely thank the Board of Directors and the Executive Board for their support and cooperation from various departments and units within the Corporation, enabling the Supervisory Board to fulfill its assigned duties effectively,

Wishing all shareholders and distinguished guests good health, happiness, and success,

Wishing the Annual General Meeting of Shareholders in 2025 of the Joint Stock Corporation of Postal Insurance great success,

On behalf of the Supervisory Board

Head of the Supervisory Board

(Signed)

Nguyen Thi Ha Ninh

Note: This document may be amended/supplemented and presented to the General Meeting of Shareholders for consideration and decision at the meeting

No.: 36/2025/TTr-PTI-HĐQT

Hanoi, April 22, 2025

**PROPOSAL OF THE BOARD OF DIRECTORS
POSTAL INSURANCE JOINT STOCK CORPORATION**

***Regarding the Election of Members of the Board of Directors and the Supervisory Board for
the Term 2025-2030***

***To: Esteemed Shareholders of Post – Telecommunication Joint Stock Insurance
Company***

The Board of Directors for the term 2020-2025 of the Company comprises 09 members, while the Supervisory Board consists of 05 members.

In accordance with the provisions of the Enterprise Law and the Articles of Association of the Company, the term of office for members of the Board of Directors and the Supervisory Board shall not exceed five (05) years. The current members of the Board of Directors and the Supervisory Board of the Company were elected at the Annual General Meeting of Shareholders in 2020, and thus have completed the five-year term as stipulated.

Therefore, at the Annual General Meeting of Shareholders in 2025, the shareholders will elect new members to the Board of Directors and the Supervisory Board for the term 2025-2030. The current members of the Board of Directors and the Supervisory Board will conclude their term after the election of the new members.

The number of members on the Board of Directors shall be 09 (including at least 3 independent members). The number of members on the Supervisory Board shall be 05.

The right to nominate candidates for the BOD and the Supervisory Board, as well as the eligibility criteria for candidates, shall be conducted in accordance with the provisions of the Enterprise Law and the Company's Charter. The nomination application for candidates for the BOD and the Supervisory Board shall include: a nomination letter or application for election to the BOD and Supervisory Board; a personal information form/CV completed by the candidate as per the prescribed template; a copy of the valid ID card or passport; documents proving that the candidate meets the requirements to serve as a member of the BOD and Supervisory Board (if required by the Company); and a document establishing the shareholder group (if the candidate is nominated by a shareholder group). Nomination applications must be submitted to the Organizing Committee of the General Meeting of Shareholders at least three working days prior to the meeting date. Applications submitted after this deadline shall be deemed invalid.

The voting process for electing members of the BOD and the Supervisory Board shall be conducted using a cumulative voting method. Each shareholder has a total number of votes corresponding to the total number of shares with voting rights multiplied by the number of members of the BOD and the Supervisory Board to be elected. Shareholders have the right to allocate all or part of their

total votes to one or several candidates. The number of votes cast for each candidate does not need to be equal. Shareholders may choose to use only a portion of their total votes, and the remaining votes may be left unallocated. The total number of votes cast for a candidate by a shareholder must not exceed the total number of votes held by that shareholder.

Candidates elected to the Board of Directors must meet the following conditions: (i) They must comply with the provisions of the Company's Charter, the Enterprise Law, the Insurance Business Law, and relevant regulations regarding Board members; (ii) They must be nominated or proposed in accordance with the provisions of the Enterprise Law and the Company's Charter; and (iii) They must be among the 09 candidates receiving the highest number of votes, determined by the total votes from highest to lowest, starting from the candidate with the highest votes until the 09 Board members are filled (in the event of two or more candidates receiving the same highest number of votes for the last Board member position, a further vote will be conducted among those candidates).

Candidates elected to the Supervisory Board must meet the following conditions: (i) They must comply with the provisions of the Company's Charter, the Enterprise Law, the Insurance Business Law, and relevant regulations regarding Supervisory Board members; (ii) They must be nominated or proposed in accordance with the provisions of the Enterprise Law and the Company's Charter; and (iii) They must be among the 05 candidates receiving the highest number of votes, determined by the total votes from highest to lowest, starting from the candidate with the highest votes until the 05 Supervisory Board members are filled (in the event of two or more candidates receiving the same highest number of votes for the last Supervisory Board member position, a further vote will be conducted among those candidates).

The Organizing Committee of the General Meeting of Shareholders will present a summary of information about the nominated candidates who meet the standards as stipulated by law, the Charter, and the regulations governing the organization of the General Meeting of Shareholders for the shareholders' consideration in voting for the new BOD and Supervisory Board.

Respectfully!

**FOR THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOD**

(Signed)

Pham Minh Huong

APPENDIX 2

CONTENT APPROVED AT THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2025

(Attached is the Minutes, the Resolution of the Annual General Shareholders' Meeting 2025 of Post – Telecommunication Joint Stock Insurance Company)

1. Approval of the Financial Report for 2024

The AGM approved the separate Financial Report and the consolidated Financial Report for 2024 of the Company, audited by Ernst & Young Vietnam Limited, with the following key indicators (according to the separate financial report):

No.	Indicator	Value (VND)
1.	Total Assets	8,417,042,057,444
2.	Owner's Equity	2,391,494,796,275
3.	Net Revenue from Insurance Operations	3,891,280,789,473
4.	Profit Before Tax	400,408,334,227
5.	Profit After Tax	318,864,612,870
6.	Total Undistributed Profit	650,556,826,316

According to the opinion of the Auditor in the Independent Audit Report, the financial statements of the Company fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2024, as well as the results of its operations and cash flows for the financial year then ended, in accordance with Vietnamese accounting standards, the accounting regime applicable to insurance enterprises, and relevant legal regulations related to the preparation and presentation of financial statements.

The full text of the audited financial statements for the year 2024 is published on the Company's website: www.pti.com.vn.

2. Approval of the Profit Distribution for 2024

The AGM approved the profit distribution plan after tax for 2024 by allocating the Company's funds as follows:

The Company will allocate funds for the welfare reward fund and the Executive Board reward fund to serve as a source for bonuses and welfare benefits for key employees and the Executive Board, with a total allocation of 5% of the total after-tax profit (according to the separate financial statements) of the Company. Specifically, the allocation for the welfare reward fund will be 3% of after-tax profit (corresponding to an amount of 9.565.938.386 VND), and the allocation for the Executive Board members' reward fund will be 2% of after-tax profit (corresponding to an amount of 6.377.292.257 VND).

The Chairman of the Board of Directors is authorized to make specific decisions regarding the allocation and distribution of bonuses to key employees and the Executive Board of the Company based on the business results achieved in the fiscal year 2024 within the stated limits.

3. Approval of the Remuneration/Allowance for the Board of Directors, Supervisory Board, and Salaries of the Executive Board

The AGM approved the following contents regarding the remuneration/allowance for members of the Board of Directors, Supervisory Board, and salaries of the Executive Board and other managers:

* The total amount of remuneration/allowances paid to the members of the Board of Directors and the Supervisory Board in 2024 is 996.000.000 VND. Specifically, the remuneration/allowance for each member of the Board of Directors in 2024 is 7.000.000 VND per person per month, while the remuneration/allowance for each member of the Supervisory Board in 2024 is 4.000.000 VND per person per month.

The salary and bonuses for the General Director and the members of the Executive Board disbursed in 2024 amount to 11.058.513.566 VND.

Detailed information regarding the salaries, remuneration/allowances, and bonuses for each member of the Board of Directors, the General Director, and other managers is outlined in the audited separate financial statements for 2024, which are published on the Company's official website at www.pti.com.vn.

* For the fiscal year 2025, the remuneration/allowances payable to the members of the Board of Directors and the Supervisory Board will be as follows: The remuneration/allowance for each member of the Board of Directors will be 7.000.000 VND per person per month; the remuneration/allowance for each member of the Supervisory Board will be 4.000.000 VND per person per month.

The remuneration/allowances for the members of the Board of Directors and the Supervisory Board will be paid by the Company based on the actual time served in their roles, with payments made on a monthly basis. Any accumulated remuneration/allowances from the beginning of the year until the nearest payment date will be combined and paid at that time.

The salaries and bonuses for the General Director Board and the members of the Executive Board in 2025 will be paid based on the employment contracts and according to the actual time served in their roles.