

No.: 530/2023/BC-HĐQT

**REPORT ON THE OPERATION
OF THE BOARD OF DIRECTORS OF BAOVIET HOLDINGS
AT THE 2023 ANNUAL GENERAL SHAREHOLDERS' MEETING**

Dear honored shareholders!

The Board of Directors (BOD) of Baoviet Holdings would like to respectfully report to the Annual General Shareholders' Meeting (AGM) regarding the operation of the BOD in 2022, orientation of the operation of the BOD in 2023 as follows:

PART I

REPORT ON THE OPERATION OF THE BOD IN 2022

I. Operated results of the BOD in 2022

1. General assessment of the operation of the BOD in 2022

In 2022, as stipulated by the Law on Enterprise, the Charter of Baoviet Holdings and the regulations on the operation of the BOD, the BOD of Baoviet Holdings organised 01 Annual General Shareholders' Meeting (AGM), 05 (five) BOD's meetings and implemented the opinion collection from BOD's members in written forms focusing on solving the issues upon the competence of the BOD and the key issues related to the business activities of BVH i.e. to construct and implement the 2022 business plan as approved by the AGM; to direct the implementation of the capital strategy; to improve the financial capability of BVH and its Subsidiaries; to implement the key tasks throughout the system of Baoviet and to implement the resolutions of the 2022 AGM, simultaneously to direct, to manage and supervise the operation of the Board of Management in implementing the AGM's resolutions and the BOD's resolutions in 2022, etc. The resolutions, decisions of the BOD unified the vital orientation to assist the Board of Management to implement the business targets of BVH effectively.

(The summary chart of the resolutions and decisions of the BOD in 2022 is disclosed in the 2022 Report on Corporate Governance of BVH)

2. Evaluation on the operation performance of the BOD's members in 2022:

In 2022, the BOD's members participated fully to the BOD's meetings and to provided opinions in written forms regarding the issues upon the competence of the BOD with high commitment, fostering the leadership of the BOD's members, for the benefits of the shareholders as well as the sustainability of BVH.



Aside from the implementation and completion of general responsibilities in the BOD's activities, the BOD's members completed the assigned tasks upon the delegation of tasks specifically as follows:

- The BOD's Chairman/ Person in Charge of the BOD completed the tasks of the BOD's Chairman as stipulated by the Enterprise law, the Charter of BVH and the regulations on the operation of the BOD in drafting, implementing the annual operation plan, delegation of tasks amongst BOD's members, organisation of meetings, opinion collection in written form, issuance of the resolutions, decisions and announcement of the BOD; direction, management and supervision of the Board of Management regarding its implementation of the BOD's resolutions; assignment of tasks to the Committees of the BOD regarding the issues within competence

- The BOD's members were assigned to manage each business sector of BVH and its Subsidiaries to direct the implementation of the 2022 business plan of the Subsidiaries; to contribute to the completion of the 2022 general business plan of BVH.

3. Remuneration, operating expenses and other benefits of the BOD and each member of the BOD of Baoviet Holdings in 2022

Regarding the remuneration of the BOD in 2022:

- For non-executive BOD's members, the remuneration includes personal income taxes is 20 million Dong/person/month.

- For executive or cum titles within the management system at Parent company/ Subsidiaries: remuneration rates are listed according to the salary regime of Baoviet Holdings/ Subsidiaries.

Regarding the operating expenses of the BOD in 2022:

To comply with the Regulations on operation of the BOD and the Regulations on the internal expenditure of Baoviet Holdings.

(Detailed summary chart on the remuneration in 2022 of the BOD's members is disclosed in the 2022 Annual Report and the financial reports of Baoviet Holdings)

4. Report on the transactions between BVH and the related Parties

In 2022, BVH proceeded the transactions with the related Parties including the Subsidiaries of BVH through the investment activities and providing/using the services of BVH and its Subsidiaries as stipulated. The information on these transactions is disclosed in the Report on Corporate Governance in 2022 of BVH.

5. Report on the operation of the Committees of the BOD and the Inspection – Internal Audit in 2022

The Committees of the BOD include: the Strategy & Investment Committee, the Remuneration & Appointment Committee, the Audit Committee, and the ALCO Committee; altogether with the Inspection – Internal Audit have functions and