

PROPOSAL**Re: The allocation of 2022 Profit After tax
and 2023 Profit After Tax and Dividend Appropriation Plan****To: Baoviet Holdings' 2023 Annual General Meeting of Shareholders**

Pursuant to the Audited Financial Statement in the fiscal year 2022 and the Business Plan of Bao Viet Holdings in 2023,

The Board of Directors (“BOD”) of Baoviet Holdings (“BVH”) would like to submit to shareholders with the Proposal on the allocation of Profit After Tax (“PAT”) in 2022; the 2023 Profit After Tax Appropriation Plan of BVH as follows:

1. The allocation of 2022 PAT

- Total PAT: **VND 1,065,593,003,834.**

- Proposed allocation of PAT as follows:

+ Deduction for Investment and Development Fund: **VND319,677,901,150**, equals to 30% of PAT.

+ Appropriation to bonus and welfare fund for employees and bonus fund for managers:

Based on 2022 realized profit after fulfilments of statutory obligations to the State and shareholders; on the Article 8, Decree No. 53/2016/NĐ-CP dated 13th June 2016 of the Government; the Article 18, Circular No.28/2016/TT-BLĐTBXH dated 01 September 2016 of the the Ministry of Labor- Invalids and Social Affairs and on BVH’s charter:

- Appropriation to bonus and welfare fund for employees: **VND37,138,611,556**, equivalent to 03 months of realized average salary paid to employees and additional 20% of profit portion exceeding the planned profit, equals to 3.49% of PAT.

- Appropriation to bonus fund for managers: **VND609,515,913**, equivalent to 1.5 months of realized average salary paid to managers, equals to 0.06% of PAT.

+ Dividend payout ratio for 2022: After allocations for funds, remaining earnings of 2022 was VND708,166,975,215, undistributed Earnings by the end of 2021 was 50,968,015, total remaining earnings of 02 years was VND708,217,943,230, will be fully distributed as cash dividend, at rounding payouts ratio of **9.54%** per par value of share (based on chartered capital of



VND7,423,337,640,000), which is equivalent to total payment of VND708,175,916,856.

The remaining PAT of 2022 (VND42,026,374) is used as source of dividend payments for the following years.

2. 2023 Profit After Tax Appropriation Plan

Pursuant to the business plan in the fiscal year 2023 of BVH,

BOD plans to allocate PAT in 2023 as follows:

- 2023 PAT is projected to be **VND1,100 billion**; Ratio of PAT/Chartered capital (VND7,423.2 billion) is expected to be 14.8%.

- 2023 PAT is expected to be allocated as follows:

+ Estimated appropriation to Investment and Development fund: maximum 30% of PAT.

+ Appropriation to bonus and welfare fund for employees and bonus fund for managers: would be based on 2023 realized profit after fulfilments of statutory obligations to the State and shareholders; on the Article 8, Decree No. 53/2016/NĐ-CP of the Government; the Article 18, Circular No. 28/2016/TT-BLĐTBXH, of the the Ministry of Labor- Invalids and Social Affairs and on BVH's charter.

+ Dividend payout ratio for 2023: The remaining profits will be fully distributed as cash dividend to shareholders in accordance with Decree No. 140/2020/ND-CP.

Above are proposal on the Allocation of 2022 PAT, Plans for Appropriation of 2023 PAT to the 2023 AGM for approval.

Respectfully submitted./.

Achieves: 

- As above;
- BOD, SB ;
- CEO;
- Retained at: Admin, General Secretary Dept.

**ON BEHALF OF THE BOD
MEMBER**



Tran Thi Dieu Hang