

SUBMISISON

Regarding: For the payment of remuneration to members of the BOD, part-time Controllers in fiscal year 2022 and proposed remuneration in fiscal year 2023

Respectfully submitted to: The 2023 General Shareholders' Meeting of Baoviet Holdings

Pursuant to:

- *The current Charter of Bao Viet Holdings;*
- *The resolution No. 01/2022/NQ-ĐHĐCĐ-TĐBV dated 29/6/2022 of the 2022 General Shareholders' Meeting of Baoviet Holdings;*
- *The audited business results in the fiscal year 2022 and the 2023 business plan;*

Respectfully submitted to the 2023 General Shareholders' Meeting of Baoviet Holdings (AGM) for consideration and approval of the remuneration of the Board of Directors and the Supevisory Board in the fiscal year 2022 and the Remuneration plan for the fiscal year 2023 as follows:

1. Payment of remuneration to members of the BOD, part-time Controllers in fiscal year 2022.

Pursuant to Resolution No. 01/2022/NQ-DHĐCĐ-TĐBV dated 29th June, 2022 of Annual General Meeting of Shareholders of Baoviet Holdings, 2022 business results and average salary in 2022 of Full-time Manager, the remuneration for the members of the BOD and Controllers in the fiscal year 2022 is as follows:

Remuneration for part-time members of the BOD (Personal income tax included): 20 million VND/person/month

Remuneration for part-time Controllers (Personal income tax included): 10 million VND/person/month

The remuneration fund implemented in 2022 is determined on the basis of the actual number of part-time managers at different times of the year and the actual working time of each member is VND 1.835.483.871, of which:

a. Remuneration fund in 2022 of the BOD: nil



- + Number of members of the BOD receiving remuneration: 08 people;
- + Remuneration fund: VND 1.595.483.871

b. Remuneration fund in 2022 of the Controllers

- + Number of Controllers receiving remuneration: 02 people;
- + Remuneration fund: VND 240.000.000

2. Proposition of remuneration levels for members of the BOD and part-time Controllers in fiscal year 2023

With the planning of pre-tax profit in 2023 over 1,000 billion VND, the planned average salary in 2023 of the full-time managers is determined at 108 million VND/person/month.

Pursuant to Article 16, Circular No. 28/2016/TT-BLDTBXH, the planned remuneration in 2023 of part-time managers is determined to be at maximum 20% of the planned average salary of full-time managers is: 108 million VND x 20% = 21,6 million VND/person/month.

Upon that basis, the Board of Directors would like to respectfully propose the remuneration plan in 2023 of BOD's members and Controllers equal to the remuneration in 2022, specifically as follows:

Remuneration for part-time members of the BOD (Personal income tax included): 20 million VND/person/month

Remuneration for part-time Controllers (Personal income tax included): 10 million VND/person/month

The settlement of remuneration in 2023 is determined based on the number of part-time members of the BOD and the Board of Controllers, the actual working time in 2023 and the remuneration mentioned above. This remuneration may be adjusted according to the results of the Holdings's pre-tax profit, ensuring the principle of not exceeding 20% of the average salary of full-time managers as prescribed in Circular No. Circular No. 28/2016/TT-BLDTBXH.

Respectfully submitted to the 2023 AGM for consideration and approval./.

**FOR AND ON BEHALF OF THE BOD
MEMBER**

Achieves:

- As above;
- BOD, SB;
- CEO;
- For filling: Admin, General Affairs Office.

Tran Thị Dieu Hang

