

PROPOSAL**Re: The allocation of 2023 Profit After tax
and 2024 Profit After Tax and Dividend Appropriation Plan****To: Baoviet Holdings' 2024 Annual General Meeting of Shareholders**

Pursuant to the Audited Financial Statement in the fiscal year 2023 and the Business Plan of Bao Viet Holdings in 2024,

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 2023; the 2024 Profit After Tax Appropriation Plan of BVH as follows:

1. The allocation of 2023 PAT

- Total PAT: **VND 1,116,098,499,386.**

- Proposed allocation of PAT as follows:

+ Deduction for Investment and Development Fund: **VND334,829,549,816**, equals to 30% of PAT.

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

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 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: **VND35,696,607,682**, equivalent to 03 months of realized average salary paid to employees and additional 20% of profit portion exceeding the planned profit, equals to 3.2% of PAT.

- Appropriation to bonus fund for managers: **VND490,948,398**, equivalent to 1.5 months of realized average salary paid to managers, equals to 0.04% of PAT.

+ Dividend payout ratio for 2023: After allocations for funds, remaining earnings of 2023 was VND745,081,393,490, undistributed Earnings by the end of 2021 was 42,026,374, total remaining earnings of 02 years was VND745,123,419,864, will be fully distributed as cash dividend, at rounding payouts ratio of **10.037%** per par value of share (based on chartered capital of VND7,423,337,640,000), which is equivalent to total payment of **VND745,069,358,227.** *act*

The remaining PAT of 2023 (VND54,061,637) is used as source of dividend payments for the following years.

2. 2024 Profit After Tax Appropriation Plan

Pursuant to the business plan in the fiscal year 2024 of BVH, BOD plans to allocate PAT in 2024 as follows:

- 2024 PAT is projected to be **VND1,150 billion**; Ratio of PAT/Chartered capital (VND7,423.2 billion) is expected to be 15.5%.

- 2024 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 2024 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 2024: 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 2023 PAT, Plans for Appropriation of 2024 PAT to the 2024 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