

Hanoi, dated 26th June, 2024

No.: 01/2024/NQ-ĐHĐCĐ-TĐBV

**RESOLUTION OF
THE 2024 ANNUAL GENERAL SHAREHOLDERS' MEETING OF
BAOVIET HOLDINGS**

Pursuant to:

- The Enterprises Law No. 59/2020/QH14 dated 17th June 2020;
- The Charter of Baoviet Holdings;
- The meeting minutes of the 2024 Annual General Shareholders' Meeting of Baoviet Holdings (AGM) no. 01/2024/BB-ĐHĐCĐ-TĐBV dated 26th June, 2024,

HEREBY TO RESOLVE:

Article 1. The approval of the report of the Chief Executive Director regarding the 2023 business performance and the 2024 business plan of Baoviet Holdings (details as in the report No. 709/2024/BC-TĐBV dated 20/6/2024).

In which clarify some of the key audited financial objectives regarding the business performance in the fiscal year 2023 of the Parent Company – Baoviet Holdings as follows:

- Total revenue: 1,574 billion VND, completed of the year plan, increased by 0.6% compare to 2022;
- Profit after taxes: 1,116 billion VND, completed 101.4% of the year plan, increased by 4.7% compare to 2022;
- ROCC was finalised at 15.04%.

Approved votes are 653,373,095 shares, accounts for 96.72% of the total shares with votable rights participating and voting in the AGM.

Article 2. The approval of the audited consolidated and separate financial statements in the fiscal year 2023 of Baoviet Holdings (details as in the submission No. 710/2024/TTr-HĐQT dated 20/6/2024).

Approved votes are 653,373,095 shares, accounts for 96.72% of the total shares with votable rights participating and voting in the AGM.

Article 3. The approval of the Report regarding the Operation of the Board of Directors of Baoviet Holdings at the 2024 AGM (details as in report No. 711/2024/BC-HĐQT dated 20/6/2024).

Approved votes are 653,373,095 shares, accounts for 96.72% of the total shares with votable rights participating and voting in the AGM.

Article 4. The approval of the Business plan in the fiscal year 2024 of the Parent Company – Baoviet Holdings (details as in the report No. 709/2024/BC-TĐBV dated 20/6/2024 and the report No. 711/2024/BC-HĐQT dated 20/6/2024) with some key financial objectives as follows:

- Attentive total revenue: **1,646 billion Dong.**

- Attentive PAT: **1,150 billion Dong.**

Approved votes are 652,444,718 shares, accounts for 96.58% of the total shares with votable rights participating and voting in the AGM.

Article 5. The approval of the Report regarding the Operation of the Supervisory Board of Baoviet Holdings at the 2024 AGM (details as in report No. 638/2024/BC-HĐQT dated 05/6/2024).

Approved votes are 653,324,495 shares, accounts for 96.71% of the total shares with votable rights participating and voting in the AGM.

Article 6. The approval of the settlement regarding the remuneration of the members of the Board of Directors (“BOD”) and the Supervisory members in fiscal year 2023 (details as in the submission No. 712/2024/TTr-HĐQT dated 20/6/2024).

a. The remuneration for the non-executive members of the BOD (including personal income taxes):

+ The amount: 20 million Dong/person/month;

+ The remuneration fund: 1,440,000,000 VND

b. The remuneration for the non-executive Supervisory (including personal income taxes):

+ The amount: 10 million Dong/person/month

+ The remuneration fund: 240,000,000 VND

c. The total of remuneration fund is 1,680,000,000 VND.

Approved votes are 649,441,902 shares, accounts for 96.14% of the total shares with votable rights participating and voting in the AGM.

Article 7. The approval of the remuneration plan of the members of the BOD and the Supervisory members in the fiscal year 2024 (details as in the submission No. 712/2024/TTr-HĐQT dated 20/6/2024).

- The remuneration for the non-executive members of the BOD (including personal income taxes): 20 million Dong/person/month;

- The remuneration for the non-executive members of the Supervisory Board (including personal income taxes): 10 million Dong/person/month;

The settlement of the remuneration in 2024 shall be calculated based on the actual number of members, the actual working time in 2024 and the proposed remuneration as mentioned above; which is subject for adjustment upon the implemented results of the planned profit before taxes of Baoviet Holdings in order to ensure the amount shall not exceed 20% of the total implemented average salary of executive managers as stipulated by the Circular No. 28/2016/TT-BLDDTBXH.

Approved votes are 649,441,902 shares, accounts for 96.14% of the total shares with votable rights participating and voting in the AGM

Article 8. The approval of the solutions regarding the 2023 allocation of profit after taxes of the Parent Company – Baoviet Holdings (details as in the submission No. 713/2024/TTr-HĐQT dated 20/6/2024):

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

- Proposed allocation of PAT as follows:

- + Deduction for Investment and Development Fund: **334,829,549,816 VND** equals to 30% of PAT.

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

- Appropriation to bonus and welfare fund for employees: **35,696,607,682 VND** 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: **490,948,398 VND** equivalent to 1.5 months of realized average salary paid to managers, equals to 0.04% of PAT.

- + Dividend payout ratio in 2023: After allocations for funds, remaining earnings of 2023 was **745,081,393,490 VND** undistributed Earnings by the end of 2021 was **42,026,374 VND**; the total remaining earnings in 02 years was **745,123,419,864 VND** will be fully distributed as cash dividend, rounding

payouts ratio at **10.037%** per par value of share (based on the charter capital of 7,423,337,640,000 VND), which is equivalent to total payment of 745,069,358,227 VND.

+ The remaining PAT in 2023 (54,061,637 VND) is used as source of dividend payments for the following years.

Approved votes are 653,373,095 shares, accounts for 96.72% of the total shares with votable rights participating and voting in the AGM

Article 9. The approval of the appropriation plan on 2024 regarding the profits after taxes of the Parent Company – Baoviet Holdings (details as in the submission No. 713/2024/TTr-HĐQT dated 20/6/2024):

- The PAT in 2024 is projected to be **1,150 billion VND**; Ratio of PAT/Chartered capital (7,423.2 billion VND) is expected to be 15.5%.

- The PAT in 2024 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 the Charter of Baoviet Holdings.

+ The dividend payout ratio in 2024: The remaining profits will be fully distributed by cash to shareholders in accordance with the Decree No. 140/2020/ND-CP.

Approved votes are 653,373,095 shares, accounts for 96.72% of the total shares with votable rights participating and voting in the AGM

Article 10. The approval of the Charter of Baoviet Holdings (the 15th amended and supplement Edition) (details as in the submission No. 714/2024/TTr-HĐQT dated 20/6/2024).

Approved votes are 649,411,002 shares, accounts for 96.13% of the total shares with votable rights participating and voting in the AGM

Article 11. This resolution shall be valid from the signing date. The Board of Directors, the Supervisory Board and the CEO of Baoviet Holdings shall be responsible for implementing this Resolution./.

Achieves:

- All shareholders of Baoviet Holdings;
- As stipulated by Article 11;
- For filing: Admin, General Affairs Office.

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

Tran Thi Dieu Hang