

TẬP ĐOÀN BẢO VIỆT

No.: ~~712~~ /2024/TTr-HĐQT

Hanoi, date ~~20~~th June 2024

SUBMISISON

Regarding: The approval of the remuneration of the members of the Board of Directors and Supervisory members in the fiscal year 2023 and the Remuneration plan in the fiscal year 2024

Respectfully submitted to:

The 2024 Annual General Shareholders' Meeting of Baoviet Holdings

Pursuant to:


- *The current Charter of Baoviet Holdings;*
- *The resolution No. 01/2023/NQ-DHDCD-TDBV dated 29/6/2023 of the 2023 Annual General Shareholders' Meeting of Baoviet Holdings;*
- *The audited business results in the fiscal year 2023 and the 2024 business plan;*

Respectfully submitted to the 2024 Annual General Shareholders' Meeting of Baoviet Holdings ("AGM") for consideration and approval of the remuneration of the members of the Board of Directors ("BOD") and the Supervisory members in the fiscal year 2023 and the Remuneration plan for the fiscal year 2024 as follows:

1. Settlement of remuneration in the fiscal year 2023

Pursuant to Resolution No. 01/2023/NQ-DHDCD-TDBV dated 29/6/2023 of the 2023 Annual General Meeting of Shareholders of Baoviet Holdings, 2023 business results and average salary in 2023 of Full-time Managers, the BOD would like to respectfully submit to the AGM for consideration and approval regarding the remuneration for the BOD and Supervisory members in the fiscal year 2023, specifically as follows:

- Remuneration for part-time members of the BOD (Personal income tax included): 20 million VND/person/month;
- Remuneration for part-time Supervisory members (Personal income tax included): 10 million VND/person/month.

The 2023 remuneration fund settlement amount 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 1,680,000,000, of which: 

- The remuneration of the BOD is: VND 1,440,000,000;
- The remuneration of the Supervisory Board is: VND 240,000,000

Respectfully submitted to the 2024 AGM for consideration and approval of the remuneration of the Directors and Supervisory members in the fiscal year 2023 according to the actual paid amount.

2. Proposal on the remuneration plan in the fiscal year 2024

Pursuant to the plan of earning before tax in 2024 is over 1,000 billion VND; Pursuant to Article 16, Circular No. 28/2016/TT-BLDTBXH.

The Remuneration and Appointment Committee proposes the planned remuneration in 2024 for the members of the BOD and Supervisory members equal to the remuneration in 2023, specifically as follows:

- Remuneration for part-time members of the BOD (Personal income tax included): 20 million VND/person/month;
- Remuneration for part-time Supervisory members (Personal income tax included): 10 million VND/person/month,

The 2024 remuneration fund settlement amount is determined based on the number of part-time members of the BOD and Supervisory members, the actual working time in 2024 and the remuneration mentioned above. This remuneration may be adjusted according to the results of the Holdings's earning before tax, complying with 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 2024 AGM for consideration and approval./.

Achieves:

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

**ON BEHALF OF THE BOARD OF
DIRECTORS
MEMBER**

[Signed and sealed]

Tran Thi Dieu Hang