



Hanoi, 29th May, 2025

No: 597/2025/TTr-HDQT

**SUBMISISON**

**Regarding: The remuneration settlement for BOD's members and Supervisory Board's members for the fiscal year in 2024 and proposed remuneration plan for the fiscal year in 2025**

**To: The 2025 Annual General Shareholders' Meeting of Baoviet Holdings**

The Board of Directors ("BOD") of Baoviet Holdings respectfully submits to the Annual General Shareholders' Meeting for consideration and approval the remuneration settlement for BOD's members and Supervisory members for the fiscal year in 2024 and the planned remuneration levels for the 2025 fiscal year, specifically as follows:

**1. References**

- a. Decree No. 53/2016/ND-CP dated June 13<sup>rd</sup>, 2016 regarding the Government Regulations on Management of employees, salaries, remunerations and bonuses by Joint-Stock Companies with State owned Stakes, and related guiding documents;
- b. Decree No. 44/2025/ND-CP dated February 28, 2025, on the management of labor, salaries, remuneration, and bonuses in State-owned enterprises, and related guiding documents;
- c. The current Charter of Baoviet Holdings;
- d. Resolution No. 01/2024/NQ-AGM-BVH dated June 26, 2024, of the 2024 Annual General Shareholders' Meeting of Baoviet Holdings;
- e. The audited business performance results for the fiscal year in 2024 and the business plan for the 2025 fiscal year of Baoviet Holdings;
- f. The actual responsibilities and nature of work for the positions entitled to remuneration;

**2. The Settlement of Remuneration for the Fiscal Year in 2024**

In 2024, the average salary of full-time managers of the Baoviet Holdings approved by the BOD, was 113,242,463 VND per person per month.





Pursuant to Article 16 of Circular No. 28/2016/TT-BLDTBXH dated September 01<sup>st</sup>, 2016 by the Ministry of Labor, Invalids and Social Affairs regarding the Guidance on Implementation of Regulations on Labor, Salary, Compensation and Bonus for Companies Whose Shares or Contributed Capital Portions are predominantly owned by the State, the monthly remuneration for part-time managers shall not exceed 20% of the actual salary of full-time managers, corresponding to a maximum of 22,648,329 VND per person per month.

The BOD respectfully submits to the Annual General Shareholders' Meeting for consideration and approval the remuneration for BOD's members and Supervisory members for the fiscal year in 2024 as follows:

- Remuneration for part-time BOD's members (including Personal Income Tax - PIT): 20,000,000 VND per person per month;
- Remuneration for part-time Supervisory members (including PIT): 10,000,000 VND per person per month.

The actual remuneration budget for 2024, determined based on the actual number of part-time managers at various times during the year and the actual working time of each member, was 1,418,537,635 VND of which:

- Remuneration budget for the BOD: 1,176,602,151 VND;
- Remuneration budget for the Supervisory Board: 241,935,484 VND.

The BOD respectfully submits to the Annual General Shareholders' Meeting for consideration and approval the settlement of remuneration for BOD's members and the Supervisory Board for the fiscal year in 2024 based on actual expenditures.

### **3. The Remuneration plan for the Fiscal Year in 2025 for members of the Board of Directors (excluding independent members) and members of the Supervisory Board working on a part-time basis**

Pursuant to Point a, Clause 1, Article 21; Article 23; and the Appendix attached to Decree No. 44/2025/ND-CP dated February 28, 2025 on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

Based on the 2025 business plan of Baoviet Holdings;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed remuneration plan for members of the Board of Directors and Supervisory Board for the 2025 financial year as follows:

Remuneration for non-executive members of the Board of Directors and the Head of the Supervisory Board (inclusive of personal income tax): VND 17,200,000/person/month;

Remuneration for non-executive members of the Supervisory Board (inclusive of personal income tax): VND 12,000,000/person/month.

The final settlement of remuneration in 2025 shall be based on the actual number of non-executive members of the Board of Directors, Head of the Supervisory Board, and Supervisory Board members, their actual working time in 2025, and the above proposed remuneration rates. The remuneration may be adjusted according to the actual business performance of the Group, in accordance with Article 23 of Decree No. 44/2025/ND-CP.

The BOD respectfully submits to the Annual General Shareholders' Meeting for consideration and approval.

Respectfully submitted./.

***Recipients:***

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

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
ACTING CHAIRPERSON**

***(Signed and stamped)***

**Tran Thi Dieu Hang**

