



*Hanoi, 29<sup>th</sup> May, 2025*

No: 598/2025/TTr-HĐQT

**SUBMISSION**

**Regarding: The allocation of 2024 Profit After tax**

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

Pursuant to the the audited business results in 2024,

The Board of Directors ("BOD") of Baoviet Holdings ("BVH") respectfully submits to the General Shareholders' Meeting the proposal for the allocation of profit after corporate income tax (hereinafter referred to as "after-tax profit") for the year 2024, as well as the plan for the allocation of after-tax profit for the year 2025, as follows:

- Total PAT: **VND 1,180,182,814,370.**

- Proposed allocation of PAT as follows:

+ Deduction for Investment and Development Fund: **VND354,054,844,311** equals to 30% of PAT.

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

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 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: **VND42,386,562,274** equivalent to 03 months of realized average salary paid to employees and additional 20% of profit portion exceeding the planned profit, equals to 3.59% of PAT.

- Appropriation to bonus fund for managers: **VND539,030,219** equivalent to 1.5 months of realized average salary paid to managers, equals to 0.05% of PAT.

+ Dividend payout ratio for 2024: After allocations for funds, remaining earnings of 2024 was VND783,202,377,566 undistributed Earnings by the end of 2023 was VND86,556,830, total remaining earnings of 02 years was VND783,288,934,396, will be fully distributed as cash dividend, at rounding payouts ratio of **10.551%** per par value of share (based on chartered capital of VND7,423,227,640,000), which is equivalent to total payment of **VND783,224,748,296.**



The remaining PAT of 2024 (VND64,186,100) is used as source of dividend payments for the following years.

The above presents the proposed allocation of after-tax profit for the year 2024 and the planned allocation of after-tax profit for the year 2025 of Baoviet Holdings. The Board of Directors respectfully submits this proposal to the AGM for consideration and approval.

Respectfully submitted./.

***Achieves:***

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

**ON BEHALF OF THE BOD  
ACTING CHAIRPERSON**

***(Signed and stamped)***

**Tran Thi Dieu Hang**

