

**PROPOSAL****Re: The allocation of 2021 Profit After tax  
and the 2022 Profit After Tax and Dividend Appropriation Plan****To: Baoviet Holdings Annual General Meeting of Shareholders in 2022**

Pursuant to the Audited Financial Statement in the fiscal year 2021 and the Business Plan of Bao Viet Holdings in 2022,

The Board of Directors (“BOD”) of Baoviet Holdings (“BVH”) would like to submit to shareholders with the proposal on the allocation of profit after corporate income tax (“PAT”) in 2021; the 2022 profit after tax and dividend appropriation plan of BVH as follows:

**1. The allocation of 2021 PAT****\* Allocation of accumulated undistributed PAT by the end of 2020:**

- Total accumulated undistributed PAT by the end of 2020: **VND 1,561,585,730,246**; in which: accumulated undistributed PAT by the end of 2019 was VND 1,561,552,414,060 and undistributed PAT of 2020 was VND 33,316,186.

- Allocation: Total undistributed PAT will be distributed as cash dividend to shareholders.

**\* Allocation of undistributed PAT of 2021:**

- Total PAT: **VND 1,030,563,093,756**.

- Proposed allocation of PAT as follows:

+ Deduction for Investment and Development Fund: **VND309,168,928,127**, equals to 30% of PAT.

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

Based on 2021 realized profit which was recorded after statutory obligations’ fulfilment 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, War invalids and Social Affairs and on BVH’s charter:

• Appropriation to bonus and welfare fund for employees: **VND35,918,776,722**, equivalent to 03 months of realized average salary paid to

• Appropriation to bonus fund for managers: **VND667,237,402**, equivalent to 1.5 months of realized average salary paid to managers, equals to 0.06% of PAT.

+ Retained Earnings of 2021: VND684,808,151,505, will be totally distributed as cash dividend.

Therefore, accumulated undistributed Earnings by the end of 2020 was VND1,561,585,730,246, remaining earnings of 2021 after allocations for funds was VND684,808,151,505. Total earnings of VND2,246,393,881,751 will be distributed as cash dividend, at rounding payouts ratio of **30.261%** per par value of share (based on chartered capital of VND7,423,337,640,000), which is equivalent to total payment of **VND2,246,342,916,140**.

The remaining profit of 2021 (VND50,965,611) is used as source of dividend payment for the following years.

## **2. 2022 Profit after tax and dividend appropriation plan**

Pursuant to the business plan in the fiscal year 2022 of BVH,

BOD plans to allocate PAT in 2022 as follows:

- 2022 PAT is projected to be **VND1,050 billion**; Ratio of PAT over chartered capital (VND7,423.2 billion) is expected to be 14.1%.

- 2022 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 2022 realized profit after statutory obligations' fulfilment 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, War invalids and Social Affairs and on BVH's charter.

+ Dividend payout ratio for 2022: The remaining profits will be totally distributed as cash dividend to shareholders in accordance with Decree No. 140/2020/ND-CP.

Above are proposal on the Allocation of 2021 PAT, plans for appropriation of 2022 PAT to the 2022 AGM for approval.

Respectfully submitted./.

*Achieves: Hand*

- As above;
- BOD, SB ;
- CEO;
- Retained at: Admin, General Secretary Dept.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Dao Dinh Thi**