

*Hanoi, April 21<sup>st</sup>, 2025*

**PROPOSAL**  
**On Distribution of profit for the year 2024 and**  
**Plan for distribution of profit for the year 2025**

TO: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam dated 17<sup>th</sup> June 2020;

Pursuant to Company Charter of Hanoi Re;

Pursuant to Resolution No. 01/2024/NQ-DHDCD dated 23<sup>rd</sup> April 2024 by the Annual General Meeting of Shareholders 2024;

Pursuant to Financial Statements for the year 2023 audited by Deloitte Vietnam Audit Co., Ltd,

The Board of Directors kindly submits to the General Meeting of Shareholders for review and approval of the distribution of profit after tax for the year 2024 and plan for distribution of profit after tax for the year 2025 as below:

**1. Distribution of profit after tax for the year 2024:**

*Unit: VND*

No	Items	Plan	Implementation
1	Profit before tax	240,100,000,000	240,199,846,691
2	Corporate income tax		49,675,161,563
3	Profit after tax (PAT)		190,524,685,128
4	Compulsory reserve fund	5% (PAT for distribution)	9,526,234,256
5	Profit after tax (PAT) for distribution (5) = (3) – (4)		180,998,450,872
6	Welfare fund	1% PAT	1% PAT equal to 1,905,246,851
7	Bonus fund	2.5% PAT	2.5% PAT equal to 4,763,117,128
8	Dividend ratio (on chartered capital of VND1,044,000,000,000)	16%	16% equal to 167,040,000,000
9	Retained earnings for the year 2024 (9) = (5) – (6) – (7) – (8)		7,290,086,893
10	Retained earnings for the prior years		94,342,840,119
11	Total retained earnings		101,632,927,012

**2. Plan for distribution of profit after tax for the year 2025:**

<b>No</b>	<b>Items</b>	<b>Description</b>
1	Profit before tax	VND 244.1 billion
2	Corporate income tax	In accordance with current regulations
3	Compulsory reserve fund	5% PAT for distribution
4	Dividend	17% on chartered capital of VND1,044,000,000,000
5	Welfare fund	1% PAT
6	Bonus fund	2.5% PAT

Respectfully./.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**