

*Hanoi, 2019*

**THE PROPOSAL**

***(Re: Proposed dividend payment rate for 2019)***

**To: GENERAL MEETING OF SHAREHOLDERS**

Based on the business plan and actual results of 2019 the BOD of BIC proposes the 2019 profit allocation plan and dividend payment rate for the approval of General Meeting of Shareholders as follows:

**1. 2019 Profit Allocation Plan**

Subject to fulfillment of the BIC stand-alone profit plan, BIC proposes the profit allocation for 2019 as follows:

- Compulsory Reserve Allocation: 5% of profit after tax equivalent to VND 8,094 million - Bonus and Welfare fund Allocation: based on regulations, the maximum accrual for bonus and welfare fund of BIC is three months' salary. With respect to the 2019 profit plan BIC proposes to accrue this fund by 1.40 actual month salary (approximately VND 26.5 billion) which is similar to 2018.

- Investment and Development fund Allocation: to create a reserve fund for big projects (purchasing office, core system, increasing capital & others), the BOD proposes to accrue this fund by 25% of separate profit after tax.

**2. 2019 Dividend Payment Rate**

With the assumption of profit before tax of BIC in 2019 at VND 213 billion and according to the 2019 profit allocation plan above the BOD proposes that the 2019 dividend payment rate be 8% (detailed calculation is included in the attached table).

The remaining retained earnings will be used as a financial reserve fund for unexpected cases (if any).

For the General Meeting of Shareholders of BIC to consider and approve./.

On behalf of BOD

VICE CHAIRMAN IN CHARGE



RAMASWAMY ATHAPPAN