

**PROPOSAL TO THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Re: Approval of the Profit & Funds distribution in 2023 and Profit distribution plan for 2024*

**To: Annual General Meeting of Shareholders of the Phu Nhuan Jewelry Joint Stock Company (PNJ)**

*Pursuant to:*

- *Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*
- *Charter of Organization And Operation of Phu Nhuan Jewelry Joint Stock Company;*
- *The 2023 consolidated financial report of Phu Nhuan Jewelry Joint Stock Company, audited by KPMG Co., Ltd. - Ho Chi Minh City Branch.*

The Board of Directors of Phu Nhuan Jewelry Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders to approve the Profit & Funds distribution in 2023 and the Profit distribution plan for 2024.

**1. Profit & Funds Distribution in 2023**

*Unit: million Vietnam Dong*

<b>I. BUSINESS RESULTS IN 2023 (CONSOLIDATED)</b>	<b>Amount</b>
- Profit before tax in 2023	2,488,760
- Corporate Income Tax	517,593
- Deferred Income Tax	68
- Profit After Tax	1,971,099
<b>II. TOTAL UNDISTRIBUTED PROFIT AFTER TAX</b>	<b>1,971,099</b>
- Undistributed profit after tax in 2023	1,971,099
<b>1. Deducting to establish funds</b>	<b>877,861</b>
- Development and investment fund - Deduct 35% of Total Undistributed profit after tax in 2023	689,884
- Employee bonus and welfare fund - Deduct 5% of total undistributed profit after tax in 2023	98,555

- BOD's operating fund – Deduct 2% of total undistributed profit after tax in 2023	39,422
- Reward fund for the Board of Directors and Key Leaders - Deduct total undistributed after-tax profits in 2023	50,000
<b>2. Dividend payment in 2023: Rate 20%/par value</b>	<b>669,119</b>
- Advance payment for the first installment in 2023 (6%/par value)	200,736
- Expected dividend payout for the remaining installments in 2023 (14%/par value)	468,383
<b>III. RETAINED PROFITS</b>	<b>1,193,119</b>
Retained profits brought forward	769,000
Retained profits for 2023	424,119

## 2. Profit distribution plan in 2024:

<b>I. Funds Establishment</b>	
Development and Investment Fund	Deduction of 40% of total undistributed profits after tax in 2024
Employee Bonus and Welfare Fund	Deduction of 5% of total undistributed profits after tax in 2024
BOD's Operating Fund	Deduction of 2% of total undistributed profits after tax in 2024
Reward fund for the Board of Directors and Key Leaders	<ul style="list-style-type: none"> <li>- If the profit after tax in 2024 is higher or equal to the profit after tax in 2023 (equivalent to <b>1,971.1 billion VND</b>), a bonus of <b>35 billion VND</b> will be allocated to the Board of Directors and key leaders.</li> <li>- If the profit after tax in 2024 is higher or equal to the planned profit after tax in 2024 (equivalent to <b>2,089.2 billion VND</b>), a bonus of <b>50 billion VND</b> will be allocated to the Board of Directors and key leaders.</li> </ul>
<b>II. Dividend Payment in 2024</b>	<b>Expected rate 20%/par value</b>

We respectfully submit the proposed profit distribution plan, funds establishment in 2023, and profit distribution plan in 2024, to the AGM for approval.

Sincerely.

Recipients:

- BOD, Audit Committee
  - CEO
  - PNJ shareholders
  - Stored at BOD Office
  - Stored at Clerical Office
- Nh

**ON BEHALF OF BOARD OF DIRECTORS**  
**CHAIRPERSON**  
*(Signed and sealed)*  
**CAO THI NGOC DUNG**