

**VIETNAM JOINT STOCK COMMERCIAL  
BANK FOR INDUSTRY AND TRADE**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

108 Tran Hung Dao, Hoan Kiem, Hanoi Tel:

*Hanoi, 26 April, 2016*

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*Business Registration Certificate No. 0100111948 as amended  
the 10<sup>th</sup> time on April 29, 2014*

**PROPOSAL**  
**REMUNERATION FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY  
BOARD IN 2016**

Pursuant to provisions of the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade, the Board of Directors of VietinBank respectfully submit to the Annual General Meeting of Shareholders for approval of the remuneration for the Board of Directors, and Supervisory Board in 2016 as below:

**1. Actual situation in 2015:**

According to Resolution No. 14/NQ-DHDCD dated 14 April 2015, the Annual General Meeting of Shareholders approved a remuneration amount for the Board of Directors and Supervisory Board of 0.36% of profit after tax in 2015.

Total salaries and remuneration for the 2015 paid to members of the Board of Directors and Supervisory Board were VND 20.479 million, which was 0.36% of profit after tax.

**2. Criteria to determine remuneration for the Board of Directors and the Supervisory Board in 2016:**

2.1 Key business targets for 2016 presented at the Annual General Meeting of Shareholders, in which profit before tax is expected to be VND 7,900 billion or VND 6,320 billion of profit after tax.

2.2 The number of members of the Board of Directors and of the Supervisory Board at the beginning of 2016 were 13 members.

2.3 Total remuneration in 2015 which was approved by the AGM

**3. Proposal of the Board of Directors:**

The Board of Directors propose to the Annual General Meeting of Shareholders for approval of a remuneration amount for the Board of Directors and Supervisory Board of **0.38% of profit after tax in 2016** at the maximum. In case additional members of the Board of Directors and Supervisory Board are elected, the AGM

authorizes the Board of Directors to decide the additional amount of remuneration arising based on the actual number of the members of the Board of Directors and the Supervisory Board and in accordance with the Regulation on payroll payment of VietinBank.

Respectfully submit to the Annual General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

*(Signed and Sealed)*

**Nguyen Van Thang**