

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

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

108 Tran Hung Dao, Hoan Kiem, Hanoi

*Hanoi, 14<sup>th</sup> April 2017*

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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 2017**

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 request for the General Meeting of Shareholders' approval of the remuneration for the Board of Directors, and Supervisory Board in 2016 as below:

#### **1. Actual situation in 2016:**

According to Resolution No. 15/NQ-DHDCD dated 26 April 2016, the General Meeting of Shareholders had approved a remuneration amount for the Board of Directors and Supervisory Board of 0.38% of profit after tax.

Total salary and remuneration amount for the 2016 paid to members of the Board of Directors and Supervisory Board accounted for 0.35% of profit after tax,

#### **2. Criteria to determine remuneration for the Board of Directors and the Supervisory Board in 2017:**

2.1 Key business targets for 2017 presented at the General Meeting of Shareholders, in which profit before tax is expected to be VND 8,800 billion, equivalent to an amount of profit after tax of VND 7,040 billion.

2.2 The actual number of members of the Board of Directors and of the Supervisory Board at the beginning of 2017 of 13 members.

2.3 Total remuneration in 2016 which was approved by the GMS

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

The Board of Directors would like to propose to the General Meeting of Shareholders for approval of a remuneration amount for the Board of Directors and Supervisory Board of **0.38% of the profit after tax of 2017**. In case additional members of the Board of Directors and Supervisory Board are elected, the GMS 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 of VietinBank.

With respect!

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyễn Văn Thắng**