

**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, 20<sup>th</sup> April 2018*

Tel: 043.9427030; Fax: 043.9421032.

*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 2018**

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 would like to seek for the General Meeting of Shareholders' approval of the remuneration for the Board of Directors, and Supervisory Board in 2018 as below:

#### **1. Actual situation in 2017:**

According to Resolution No. 17/NQ-DHDCD dated 17 April 2017, 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 remuneration amount for the 2017 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 2018:**

2.1 Planned key business targets for 2018.

2.2 The planned number of members of the Board of Directors and of the Supervisory Board at the beginning of 2018 of 13 members.

2.3 Total remuneration in 2017 which was approved by the General Meeting of Shareholders

#### **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 which maximum is equal to 0.38% of the profit after tax of 2018 in case all business targets for 2018 are achieved.** If additional members of the Board of Directors and Supervisory Board are elected, the General Meeting of Shareholders 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**

*(Signed and sealed)*

**Nguyen Van Thang**