

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

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

Hanoi, 15<sup>th</sup> April 2021

**PROPOSAL**

Approval of the remuneration for the Board of Directors and the Supervisory Board in 2021

**Respectfully to: the General Meeting of Shareholders of Vietnam Joint Stock Commercial  
Bank for Industry and Trade**

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 the General Meeting of Shareholders' approval of the remuneration for the Board of Directors and Supervisory Board in 2021 as below:

**1. Actual situation of the remuneration for the Board of Directors and Supervisory Board in 2020**

According to Resolution No. 21/NQ-DHDCD dated 23 May 2020, the General Meeting of Shareholders had approved the remuneration rate for the Board of Directors and Supervisory Board in 2020 of 0.31% of profit after tax.

In 2020, VietinBank provided support and relief programs to the Covid-19-affected customers as well as implemented a number of actions in improvement of the Bank's operating and business performance, cutting operating costs including a reduction by 16.67% of average salary of the executive managers compared to that of 2019, etc. Therefore, the actual performance of the Bank's profit of 2020 has overachieved by 63.18% compared to the target, resulting in the actual rate of remuneration of 2020 for the Board of Directors and the Supervisory Board amounting to only 0.17% of profit after tax.

**2. Criteria to determine remuneration for the Board of Directors and the Supervisory Board in 2021**

- 2.1. Key business targets for 2021 presented at the General Meeting of Shareholders.
- 2.2. The expected number of members of the Board of Directors and of the Supervisory Board in 2021 is 12 members.
- 2.3. Remuneration rate in 2020 which was approved by the General Meeting of Shareholders.

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

The Board of Directors hereby would like to seek the General Meeting of Shareholders' approval of **the remuneration rate for the Board of Directors and the Supervisory Board in 2021 of up to 0.28% of profit after tax in 2021**. In case 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 amounts of remuneration to be paid based on the actual number of the members of the Board of Directors and the Supervisory Board and in accordance with the regulation on salary payment of VietinBank.

Respectfully submitted to the General Meeting of Shareholders for approval.

**PP. THE BOARD OF DIRECTORS  
CHAIRMAN**

**Lê Đức Thọ**