

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: 043.9427030; Fax: 043.9421032.
*Business Registration Certificate No. 0100111948 as
amended the 11th time on Nov 01, 2018*

Hanoi, 23rd April 2019

PROPOSAL

APPROVAL OF 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 2019 as below:

1. Actual situation in 2018

According to Resolution No. 18/NQ-DHDCD dated 21 April 2018, the General Meeting of Shareholders had approved the remuneration rate for the Board of Directors and Supervisory Board in 2018 of 0.38% of profit after tax.

Total remuneration rate for 2018 paid to members of the Board of Directors and Supervisory Board accounted for 0.38% of profit after tax.

2. Criteria to determine remuneration for the Board of Directors and the Supervisory Board in 2019:

2.1 Key business targets for 2019 presented at the General Meeting of Shareholders, in which profit before tax target is VND 9,500 billion, equivalent to an amount of profit after tax of VND 7,600 billion;

2.2 The number of members of the Board of Directors and of the Supervisory Board in 2019 of 13 members;

2.3 Remuneration rate in 2018 which was approved by the General Meeting of Shareholders;

3. Proposal of the Board of Directors:

The Board of Directors would like to hereby seek for the General Meeting of Shareholders' approval of **the remuneration rate for the Board of Directors and the Supervisory Board at maximum 0.38% of the 2019 profit after tax in case the business targets of 2019 are fulfilled**. 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 amount 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.

With respect!

PP. THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and sealed)

Le Duc Tho