

**VIETNAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

108 Tran Hung Dao, Hoan Kiem, Hanoi

Tel: +84.24.39421030

Business Registration Certificate No. 0100111948

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Hanoi, April

2024

PROPOSAL*Ref approval of the remuneration in 2024 for the Board of Directors and the Supervisory Board***For the attention of: the General Meeting of Shareholders of Vietnam Joint Stock
Commercial Bank for Industry and Trade***Pursuant the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);**Pursuant to Resolution No. 26/NQ-DHDCD dated April 21, 2023 of the General Meeting of Shareholders of VietinBank;**Pursuant to Official Dispatch No. 5910/NHNN-TCCB dated July 26, 2023 of the State Bank of Vietnam (SBV) on VietinBank's 2023 Salary budget; the Board of Directors' Resolution No. 025/NQ-HHQT-NHCT-VPHDQT1 dated January 15, 2024 on approving the 2023 realized salary fund of VietinBank (of the Bank only);*

The Board of Directors (BoD) of VietinBank would like to seek the General Meeting of Shareholders' approval of the remuneration for the BoD and Supervisory Board in 2024 as below:

1. Realized remuneration for the BoD and Supervisory Board in 2023

- According to Resolution No.26/NQ-DHDCD dated April 21, 2023, the Annual General Meeting of Shareholders (AGM) approved the remuneration rate for the BoD and Supervisory Board in 2023 of up to **0.25%** of profit after tax.

- The actual remuneration rate in 2023 for the BoD and Supervisory Board is **0.14%** of profit after tax, lower than the rate approved by the AGM, for the following reasons:

+ In 2023, VietinBank continued to take multiple measures to share and remove difficulties for the customers and cut the Bank's operating costs.

- The average realized salary of VietinBank's Managers in 2023 only increases by 3.25% from 2022 (equal to the average CPI in 2023)¹ and is 11.2% lower than that in 2019, although VietinBank's profit has been continuously growing over the years (Profit in 2023 increased by 18.5% compared to that in 2022 and 112% compared to that in 2019);

2. BoD's proposal on remuneration rate for the BoD and the Supervisory Board in 2024

In light of the key business targets for 2024 presented at the AGM and the expected number of members of the BoD and Supervisory Board in 2024 of VietinBank as well as the 2023 remuneration rate that was approved by the AGM, the BoD would like to seek the AGM's approval of **the remuneration rate for the BoD and the Supervisory Board in 2024 of up to 0.25% of profit after tax in 2024** (Same with the approved rate in 2023 by the AGM).

Looking forward to the approval of the General Meeting of Shareholders.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN****Tran Minh Binh**

¹ According to Official Dispatch No. 5910/NHNN-TCCB dated July 26, 2023 of the SBV on VietinBank's 2023 salary budget