

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

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Hanoi, 22nd May 2020

Business Registration Certificate No. 0100111948 as
amended the 11th time on November 01, 2018

PROPOSAL

REGARDING APPROVAL OF REMUNERATION FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2020

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 2020 as below:

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

According to Resolution No. 20/NQ-DHDCD dated 23 April 2019, the General Meeting of Shareholders had approved the remuneration rate for the Board of Directors and Supervisory Board in 2019 of 0.38% of profit after tax.

The actual remuneration rate for 2019 for members of the Board of Directors and Supervisory Board is 0.28% of profit after tax.

2. Criteria to determine remuneration for the Board of Directors and the Supervisory Board in 2020:

- 2.1 Key business targets for 2020 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 2020 of 12 members;
- 2.3 Remuneration rate in 2019 which was approved by the General Meeting of Shareholders;

3. Proposal of 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 at maximum 0.31% of the profit after tax**. 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.

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

PP. THE BOARD OF DIRECTORS

CHAIRMAN

(signed and sealed)

Le Duc Tho