

**JSC BANK FOR FOREIGN TRADE
OF VIET NAM**

Address: 198 Tran Quang Khai St, Ha Noi
Business Registration No. 0100112437
(11th revision dated 07th November, 2014)

**SOCIALIST REPUBLIC OF VIETNAM
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*Hanoi, April 9th, 2015***PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING**
(Re: Remuneration for the Board of Directors and the Supervisory Board in 2015)

Pursuant to the Charter on Organization and Operation of the Joint Stock Commercial Bank for Foreign Trade of Vietnam (the Bank), the Board of Directors would like to propose the General Shareholders Meeting to approve the remuneration to the Board of Directors and the Supervisory Board for the year 2015 as follows:

1. Implementation in 2014:

As stipulated in the resolution of the seventh Annual General Shareholders Meeting of the Bank dated 23 April 2014, the General Shareholders Meeting approved the remuneration of the Board of Directors and the Supervisory Board in 2014 as 0.35% of profit after tax. Pursuant to the Decision No. 1682/QĐ-NHNN dated 19 August 2014 on unit salary for salary in 2014, the remuneration for the Board of Directors and the Supervisory Board was included in the Bank's salary budget as per approved unit salary. Within the remuneration budget of VND 16.140 million (equivalent to profit after tax x 0.35%) for the Board of Directors and the Supervisory Board in 2014 according to the resolution of the 7th annual General Shareholders Meeting, up to now, total remuneration given to the Board of Directors and the Supervisory Board has been VND 8,086 million

2. Basis for the remuneration package for 2015:

- The world economy 2015 is forecasted to recover, but not quickly grow. The domestic economy is showing positive signs but still remaining intrinsic difficulties, which have demanded the Board of Directors to have appropriate strategy and timely decisions, the Supervisory Board to strengthen monitoring and controlling to ensure the targets of speed, effectiveness, sustainability;
- The 2015's key business targets are presented at the General Shareholders Meeting;
- The number of members of Board of Directors and the Supervisory Board in 2015;
- With reference to the remuneration of the Board of Directors and the Supervisory Board of other joint stock commercial banks;

- The 2014's remuneration approved by the General Shareholders' Meeting.

3. Proposal by the Board of Directors:

The Board of Directors would like to propose the General Shareholders Meeting to approve the remuneration to the Board of Directors and the Supervisory Board in 2015 as at 0.35% of profit after tax.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nghiem Xuan Thanh