

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

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

**SOCIALIST REPUBLIC OF VIETNAM  
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*Hanoi, April 5<sup>th</sup>, 2016***PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING***(Re: Remuneration for the Board of Directors and the Supervisory Board in 2016)*

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 to the General Shareholders Meeting to approve the remuneration of the Board of Directors and the Supervisory Board for the year 2016 as follows:

**1. Implementation in 2015:**

As stipulated in the resolution of the eighth Annual General Shareholders Meeting of the Bank dated April 24<sup>th</sup> 2015, the General Shareholders Meeting approved the remuneration of the Board of Directors and the Supervisory Board in 2015 as 0.35% of profit after tax. Pursuant to the Decision No.1753/QD-NHNN dated September 1<sup>st</sup> 2015 on unit salary in 2015, 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 18,662 million (equivalent to profit after tax x 0.35%) for the Board of Directors and the Supervisory Board in 2015 according to the resolution of the 8<sup>th</sup> annual General Shareholders Meeting, up to now, total remuneration given to the Board of Directors and the Supervisory Board has been VND 8,946 million .

**2. Basis for the remuneration package for 2016:**

- In view of the world economy which has been forecasted to recover remarkably in 2016, and the domestic economy showing positive signs, the Board of Directors will always follow up to make appropriate and timely decisions, and the Supervisory Board will enhance the control to ensure the targets of speed, effectiveness, and sustainability;

- The 2016's key business targets are presented at the General Shareholders Meeting;

- The number of members of Board of Directors and the Supervisory Board in 2016;

- With reference to the remuneration of the Board of Directors and the Supervisory Board of other joint stock commercial banks;
- The 2015's remuneration approved by the General Shareholders' Meeting.

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

The Board of Directors would like to propose to the General Shareholders Meeting to approve the remuneration to the Board of Directors and the Supervisory Board in 2016 as at 0.35% of profit after tax.

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

**Nghiem Xuan Thanh**