

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

Address: 198 Tran Quang Khai St, Ha Noi
Business Registration No. 0100112437
(12th revision dated 16th December, 2016)

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

-----o0o-----

*Hanoi, April 18th, 2017***PROPOSAL TO THE GENERAL SHAREHOLDERS MEETING**
(Re: Remuneration for the Board of Directors and the Supervisory Board in 2017)

Pursuant to the Charter on Organization and Operation of 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 for the Board of Directors and the Supervisory Board for the year 2017 as follows:

1. Implementation in 2016:

As stipulated in the resolution of the ninth Annual General Shareholders Meeting of the Bank dated April 15th, 2016, the General Shareholders Meeting approved the remuneration for the Board of Directors and the Supervisory Board in 2016 at 0.35% of profit after tax. Pursuant to Decision No.8188/QĐ-NHNN dated October 27th, 2016 on unit salary for salary in 2016, 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 23,979 million (equivalent to profit after tax x 0.35%) for the Board of Directors and the Supervisory Board in 2016 according to the resolution of the 9th Annual General Shareholders Meeting, up to now, total amount actually paid to the Board of Directors and the Supervisory Board was VND **15,472** million.

2. Basis for the remuneration package in 2017:

- The fact that the world and domestic economy in 2017 is forecast to grow highly but has many latent uncertain factors; the Board of Directors will always make appropriate directions and timely decisions, and the Supervisory Board will continue to enhance the control to ensure the targets of transformation, effectiveness, sustainability;
- The 2017's key business targets presented at the General Shareholders Meeting;
- The number of members of Board of Directors and the Supervisory Board in 2017;
- With reference to the remuneration for the Board of Directors and the Supervisory Board of other joint stock commercial banks;

- The 2016'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 for the Board of Directors and the Supervisory Board in 2017 at 0.35% of profit after tax.

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

Nghiem Xuan Thanh