

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

Address: 198 Tran Quang Khai St, Ha Noi
Business Registration No. 0100112437
(13th revision dated 16th January, 2019)

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

-----o0o-----

Hanoi, April 23rd, 2021

PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING
(Re: Remuneration for the Board of Directors and the Supervisory Board in 2021)

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 2021 as follows:

1. Implementation in 2020:

As stipulated in the resolution of the 13th Annual General Shareholders Meeting of the Bank dated 26 June 2020, the General Shareholders Meeting approved the remuneration of the Board of Directors and the Supervisory Board in 2020 as 0.28% of profit after tax. Within the remuneration budget of VND 51,710 million (equivalent to profit after tax x 0.28%) for the Board of Directors and the Supervisory Board in 2020 according to the resolution of the 13th annual General Shareholders Meeting and the official letter No. 8939/NHNN-TCCB dated 09th December 2020 of the State Bank of Vietnam, Remuneration for members of the Board of Directors and members of the Supervisory Board incurred and paid from the salary fund during the year 2020 was VND 17,443 million.

2. Basis for the remuneration package for 2021:

- In the situation of the world and Vietnam's economy in 2021 will be negatively affected by the Covid-19 pandemic, the Board of Directors will always make appropriate directions and timely decisions, and the Supervisory Board continue to enhance the control to ensure the targets of safety, effectiveness, sustainability.

- The 2021's key business targets are presented at the General Shareholders Meeting;

- The number of members of Board of Directors and the Supervisory Board in 2021;

- With reference to the remuneration of the Board of Directors and the Supervisory Board of other joint stock commercial banks;

- The 2020'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 2021 up to 0.27% of consolidated profit after tax in case of fulfilling the consolidated profit before tax target in 2021 according to plan set by management authority./.

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

Nghiem Xuan Thanh